

withyou
Gender Pay
Gap Report
2022/23

wearewithyou.org.uk

With You Gender Pay Gap Report 2022/23

Snapshot – 5 April 2022

What is the Gender Pay Gap?

The Gender Pay Gap shows the difference between the average (mean or median) earnings of men and women across all roles at an organisation.

As of April 2017, all companies with 250 or more employees are now required to publish their Gender Pay Gap under government legislation.

Charities have to report on the pay gap using data taken on 5th April each year. The report must then be provided by the 4th April the following year.

How do we measure the Gender Pay Gap?

Employers have to publish the gap in pay between women and men in the following ways:

- On a mean basis (average hourly salary)
- On a median basis (pay per hour based on the person 'in the middle' of the distribution of pay)
- By pay quartile (grouping staff into four groups based on pay, and showing the proportion of men and women in each group)
- Bonuses (percentages of staff receiving bonuses by gender and the gender gap on them)

The difference between the Gender Pay Gap and equal pay (ACAS)

The Gender Pay Gap differs from equal pay.

Equal pay deals with the pay differences between women and men who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The Gender Pay Gap shows the differences in the average pay between women and men.

The Gender Pay Gap at With You

With You's overall gender pay gap on 5 April 2022 by mean average was 4.6% and by median average 1.9% in favour of men.

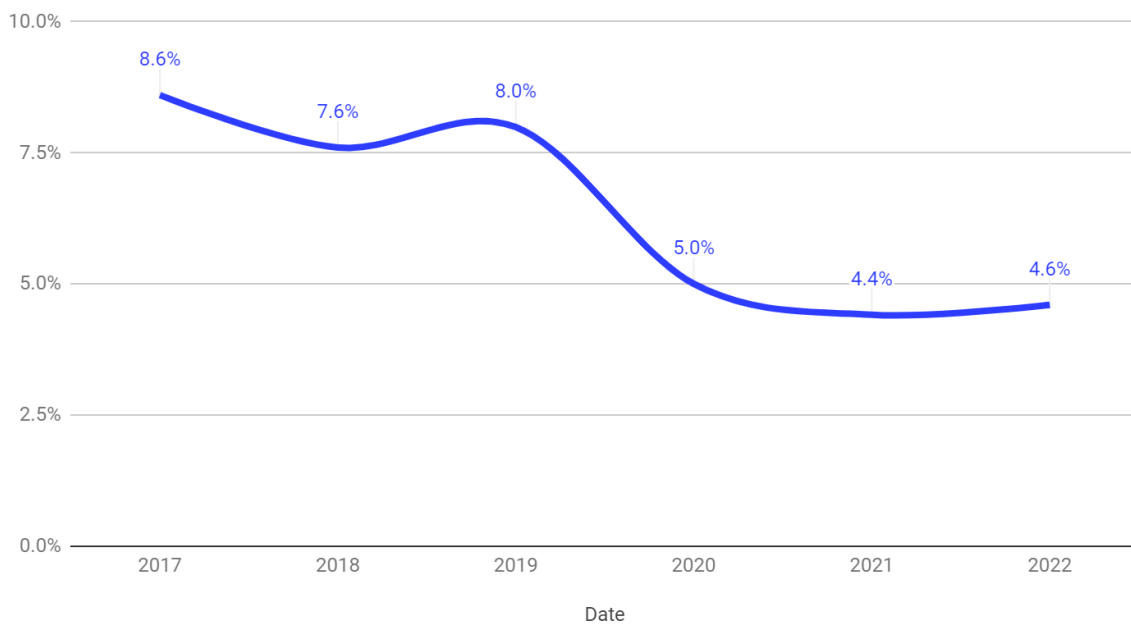
This represents the difference between the average salaries of women and men across our total workforce.

With You 2022

Mean average pay gap **4.6%** | Median average pay gap **1.9%** |

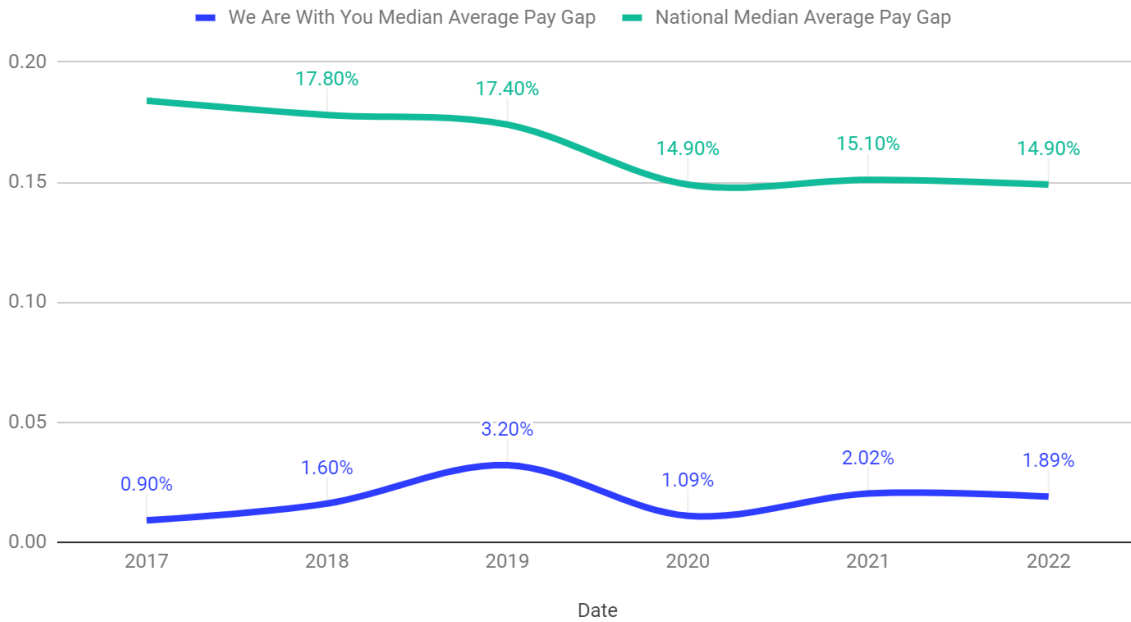
The Mean Average Pay Gap at We Are With You

We Are With You Mean Average Gender Pay Gap



The Median Average Pay Gap at We Are With You

We Are With You Median Average Gender Pay Gap



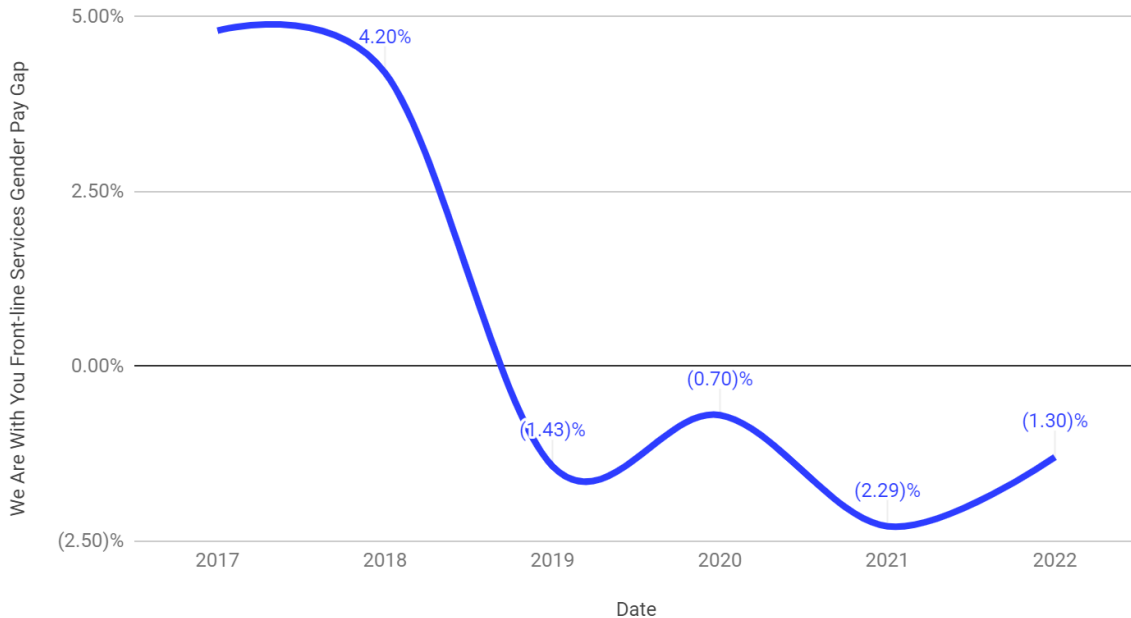
* Comparison source:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022>

What does the data tell us?

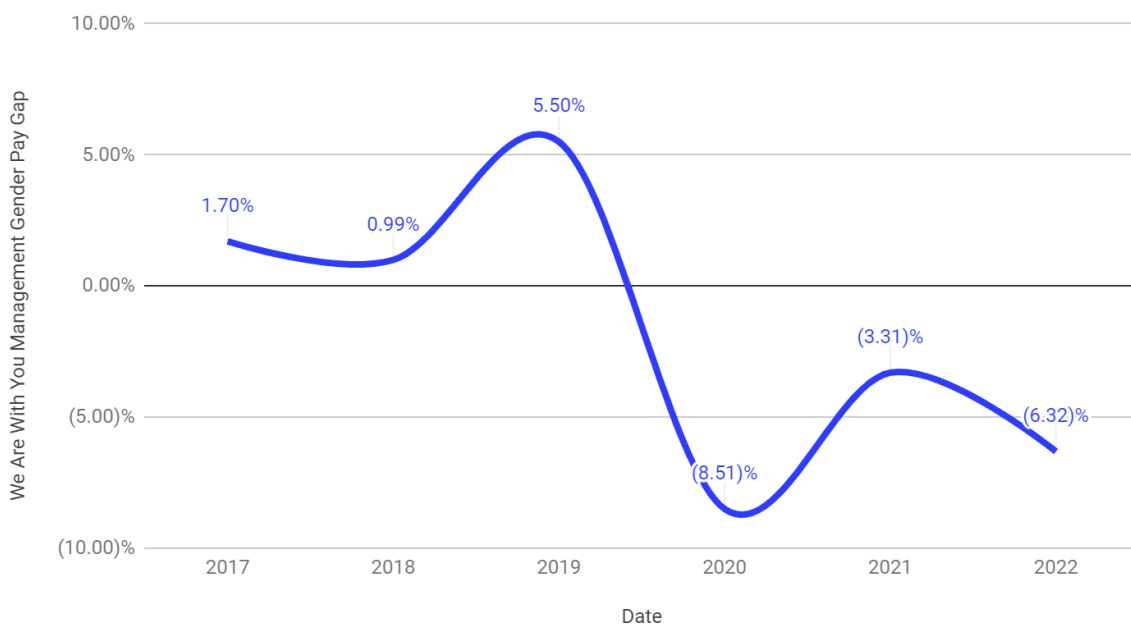
At With You, the majority of our people work in frontline services. The gender pay gap for frontline roles is -1.3% in favour of women.

We Are With You Front-line Services Gender Pay Gap



The gender pay gap for management roles is -6.3% in favour of women.

We Are With You Management Gender Pay Gap



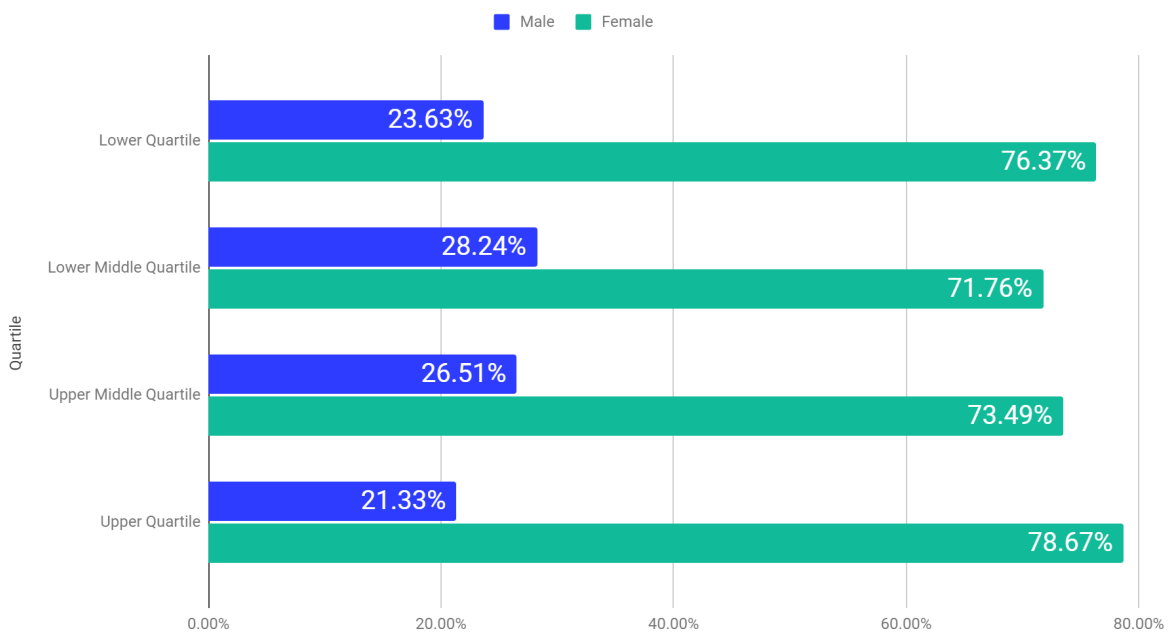
40% of With You's executive team are women with a gender pay gap of 11.9% in favour of men.

Pay quartiles

On 5 April 2022 we employed 1042 women and 346 men making With You a 75.07% female organisation overall.

How many men and women are in each quarter of the With You's payroll	2022		2021	
	Men	Women	Men	Women
Upper quartile	21.3%	78.7%	24%	76%
Upper middle quartile	26.5%	73.5%	26.4%	73.6%
Lower middle quartile	28.2%	71.8%	29.5%	70.5%
Lower quartile	23.6%	76.4%	24.3%	75.7%

2022 Pay Quartiles



Bonus payments

No bonuses were paid to employees during the reporting cycle for 22/23.

Conclusion and next steps

The data shows that With You's mean gender pay gap has increased by 0.2 percentage points and the median gender pay gap has decreased by 0.13 percentage points since 05 April 2021. Whilst we recognise that the data shows that the gender pay gap at With You is smaller than average for the UK, we know that more must be done to reduce the gap.

We are committed to narrowing the gender pay gap and during the 23/24 financial year we will be developing an equality, diversity and inclusion strategy which will include steps that we will take to reduce the gender pay gap. Actions that we intend to take include but are not limited to:

- Carrying out an equality audit of our recruitment practices, from advert to induction
- Enhancing the learning provided to our managers around inclusive recruitment practices
- Scrutinising our anonymous exit interview information by gender to identify any disproportionality
- Reviewing the way we support people returning from parental leave
- Implementing an equality impact assessment process for all relevant internal policies and procedures
- Expanding the support we provide to colleagues going through the menopause.

We will next report on the Gender Pay Gap in 2024 using data from April 2023.

I confirm that the published information in relation to the gender pay gap is accurate.



Grace Marguerie

Executive Director of People and Inclusion