

Gender Pay Gap Report 2019



Introduction

Change Grow Live is an organisation that believes in people. We believe that having any gender pay gap is unacceptable.

Our median gender pay gap is lower than the national average and has reduced again in 2019. We see this as some positive progress.

Since publishing our last gender pay gap report, we have seen significant change to the gender diversity of our organisation's senior management team.

However, we are disappointed that the mean gender pay gap has increased by 1%. Within this reporting period, Change Grow Live have seen significant organisational change. The 2019 Gender Pay Gap data reflects the Gender Pay Gap of what was two organisations that became one when Sova and Change Grow Live merged in April 2019.

As the leader of our people strategy, I commit to ensuring that we continue to work towards having no Gender Pay Gap. Equality, Diversity and Inclusion are key in our strategy and we will ensure that our focus on this helps further increase equality across the organisation.

The data contained in this report is accurate.

Mark Moody
Chief Executive

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Gender pay gap

The gender pay gap is a measure of the difference between men's and women's average pay within an organisation.

The gender pay gap is different to equal pay. Equal pay means that men and women in the same employment performing equal work must receive equal pay, this is required by law. Change Grow Live does not breach equal pay legislation.

In the figures below, the mean average is calculated when you add up the pay of all staff and divide the figure by the total number of staff.

The median is the figure that sits in the middle when everyone's pay is lined up from smallest to largest.

"The median is the point at which half of employees earn more and half earn less. It is preferred to the mean (simple average) as a better measure of pay of the 'typical' employee; otherwise results may be affected by the presence of a small number of people on very high levels of pay". (House of Commons Briefing Paper – The Gender Pay Gap, 6/3/2020).

The data set

The pay data of 3,714 employees as of 5th April 2019 was analysed. This is an increase of 339 employees from the 2018 snapshot date.

2,533 of these staff were women and 1,181 were men. It includes full-time and part-time staff members. It does not include staff members not on the Change Grow Live payroll. It also doesn't include any employees who were not paid at their full pay on the snapshot date.

34.4% of staff listed in the pay report were on TUPE protected terms and conditions, including pay.

Change Grow Live's gender pay gap

Median average pay gap:

Our gender pay gap by median average is **3.6%** in favour of men. This is down by **1.3%** in 2018. The average UK median gender pay gap for all employees is **17.3%** (House of Commons Briefing Paper – The Gender Pay Gap, 6/3/2020).

Mean average pay gap:

Change Grow Live's gender pay gap by mean average is **9.4%** in favour of men. This figure is the percentage difference between the average pay of women and men. This is up by **1%** from 2018.

Pay quartiles

The total staff population was divided into four equal quarters and the numbers of men and women calculated in each.

The below table shows the percentage of men and women in each quartile.

Quartile	Male	Female
A (Upper)	33.7%	66.3%
B (Upper Middle)	34.1%	65.9%
C (Lower Middle)	30.2%	69.8%
D (Lower)	29.2%	70.8%

Women are over-represented (and men under-represented) in the lower and lower middle quartiles.

Men are marginally over-represented in the upper and upper middle quartiles whereas women are marginally under-represented in these quartiles.

Bonus data

Bonuses are rare at Change Grow Live. **1.4%** of women received bonuses compared with **2%** of men.

Bonuses were either contractual or awarded in exceptional circumstances related to individual performance.

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Change Grow Live's overall bonus gender pay gap by mean average was **50.5%** in favour of men. This was up by 4.8% from 2018. Our bonus gender pay gap by median average was **40%** in favour of men. This was up by 27.5%.

What's next:

- Bonuses are no longer to be paid organisationally.
- A key focus of our people strategy will be to address the underlying reasons for our gender pay gap to enable us to effectively reduce it.
- Change Grow Live have an online Recruitment System (since October 2019) which will give us data around the people who are applying and are successful for our vacancies. This data will enable us to focus our Recruitment Strategy on ensuring that we focus our recruitment on underrepresented groups and focus on roles where we have fewer female applicants/employees.