**Gender pay gap**

**Report 2021**

**Introduction**

We are committed to improving the accessibility of our services, enhancing our culture and recruiting a representative workforce.

As an organisation that works with some of the most vulnerable and stigmatised people in society, the actions we take to make our organisation more equal and inclusive can have a real impact not only on our own staff and volunteers, but on the people who use our services.

Reporting the gender pay gap is an opportunity for us to reflect, learn and address inequalities.

This report details our gender pay gap, reasons for this, what we’ve done and what we commit to do to narrow the gap further.

We are pleased to report that our median gender pay gap in 2021 has narrowed. However, our mean gender pay gap has widened since last year by 1.8%.

**Mark Moody**

**Chief Executive**

**Gender Pay gap**

The gender pay gap is a measure of the difference between men 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.

**Who we are reporting on**

The pay data of **3,944** employees as of **5th April 2021** (the snapshot date) was analysed. This is an increase of **311** employees from last year. This includes full-time and part-time employees. It doesn’t include any employees who were not paid at their full pay on the snapshot date.

**2,638** of these staff were women (an increase of **206** employees from last year) and **1,306** were men (an increase of **105** men from last year).

This demonstrates that roughly two thirds of our workforce are women. In this reporting period it also shows that two thirds of new recruits were women.

On the snapshot date **1,123** Change Grow Live employees were on TUPE protected terms and conditions.

**Change Grow Live’s gender pay gap**

**Our Median Gender Pay Gap**

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 most representative figure to use, as this shows the middle point of all pay and isn’t skewed by outliers, such as a few employees who are very highly paid.

The average UK median gender pay gap for all employees in 2020 was **15.5%** ([Women and the economy - House of Commons Library (parliament.uk)](https://commonslibrary.parliament.uk/research-briefings/sn06838/)

Our gender pay gap by median for 2021 is on average **3.2%** in favour of men, an improvement of **0.1%** since last year.

**Our Mean Gender Pay Gap**

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.

Change Grow Live’s gender pay gap by mean average is **10.6%** in favour of men. This figure is the percentage difference between the average pay of women and men. Our pay gap has widened by **1.8%** since last year’s reporting.

**Bonuses**

We do not pay bonuses.

**Pay quartiles**

The total staff population was divided into four equal quarters. Quartile A are the highest earners, with quartile D being our lowest paid employees.

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

|  |  |  |
| --- | --- | --- |
| **Quartile** | **Male** | **Female** |
| **A (Upper)** | **36%** | **64%** |
| **B (Upper Middle)** | **33%** | **67%** |
| **C (Lower Middle)** | **33%** | **67%** |
| **D (Lower)** | **30.5%** | **69.5%** |

These percentages have not significantly changed since last year’s report.

**Our quartiles since reporting the gap**

**The makeup of our organisation**

The following charts shows the makeup our workforce in terms of role and gender.

You can see that our medical employees are disproportionately male. Our medics are some of our highest paid employees. Following a review of the employment status of our medical staff, a number of them moved from self-employed to employed, which is the main reason for the change in this year’s gender pay.

The proportion of women in our workforce goes down with age. Our pay is incremental therefore our younger employees are likely to be at the lower ends of our pay scales as many will be relatively new to the organisation. This contributes to our gender pay gap.

**Making a difference to the gender pay gap**

**We have:**

* Recruited a Director of People and a Director of Equality Diversity and Inclusion (EDI) to continue to embed EDI into our People Strategy.
* Reviewed our experience during the pandemic and adopted more flexible ways of working – this work is ongoing.
* Created priority organisational change programmes with an EDI focus
  + Starting Well, looking at how we attract and recruit and induct a diverse workforce
  + Looking at how we induct and train our new colleagues to ensure inclusivity
  + Leadership Development
* Relaunched our coaching/mentoring programme to support the development of women and people with protected characteristics.
* Continued to be a Real Living Wage accredited organisation.

“Through both official and unofficial mentoring, I have finally become a person that I am happy to be and proud of when I look in the mirror.  It has given me the foundation to develop and grow both professionally and personally”

A quote from a recently promoted mentee.

**Looking forward: 2022**

In 2022 we will continue to action to close our gender pay gap, including introducing new opportunities for women in leadership and new roles.

We will focus on using data to better understand and address our gender pay gap further, for example the historical gender imbalance in higher paid medical roles.

Our EDI and people plan will focus on breaking down the barriers women face throughout their entire experience of working with us.

**Flexible working** **for women, parents and those returning to work**

In 2021 we introduced a new flexible working policy which is designed to reflect and respond to individuals needs and circumstances. This will help embed flexible working across the organisation, encourage parental leave, offer more choice in relation to working full time and support women who have childcare and other caring responsibilities.

**Menopause at work policy**

Since 2020, an active working group has been exploring women’s experience of menopause at work. In 2022 we will implement and launch our menopause policy which aims to address stigma, increase understanding, and provide the support and resources women need to thrive during peri-menopause and menopause.

**Re-designing our recruitment processes to attract and retain a diverse workforce**

We are reviewing how we recruit and implementing practices to reduce bias and barriers so we can recruit a more diverse and representative workforce. This includes reviewing where we advertise, the language we use, shortlisting - including name blind recruitment - through to our interview processes. We will review our role design and analyse pay and recruitment retention data to remove any barriers and biases for progression opportunities. We will review how we attract and recruit medics and develop a plan for increasing the number of women who work in these roles.

**Inspiring and developing our talent and leaders**

We are redesigning our leadership development and talent management practices to make sure that barriers are removed for women and people from minority groups. This includes introducing a women's network focusing on leadership and development. This work is being supported by our staff forums, including;

* Menopause Forum
* BWAG Black workers association group
* Accessibility Forum
* Embrace Forum
* LGBTQ+ Forum
* Trans Non binary Forum
* Introduce reciprocal mentoring and we are encourage a more diverse group of mentors and mentees Forum

**C****onclusion**

We see the Pay Gap report as an ongoing piece of work and welcome your thoughts, feedback, questions, and suggestions. We will continue to share updates on our plans with you.

Please contact our director of inclusion Simone James ([Simone.james@cgl.org.uk](mailto:Simone.james@cgl.org.uk)) for further information.