**Gender Pay Gap Report 2022**

**Introduction**

As we emerge on the other side of the pandemic, we find ourselves with a once-in-a-generation chance to redefine how the health and social issues of this country are addressed.

The people we exist to support are disproportionately affected by stigma, inequality, and prejudice. By taking action to make our society more equal and inclusive, we can make a real difference that is felt throughout our communities.

These actions include the steps we are taking as an organisation drive by the values of being open, compassionate, and bold. We are committed to improving the accessibility of our services, enhancing our culture, recruiting a representative workforce, and becoming one of the leading organisations for diversity and inclusion.

Reporting our gender pay gap is an annual legal requirement. It presents us with an opportunity to understand where we can make improvements that live up to our values. We know that this is a crucial part of creating the best opportunities and experiences for both our workforce and for the people we support.

We pride ourselves on being an organisation that believes in people, regardless of their gender and background. We will continue to listen, to learn, and to make sure that we are an organisation where those who want to make a difference in people’s lives, choose to work and volunteer with us.

I can confirm that the gender pay gap information contained in this report is accurate as of April 2022.

**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.

Change Grow Live complies with equal pay legislation.

**Who are the employees we are reporting on?**

The pay data of **4,330** employees as of **5th April 2022** (the snapshot date) was analysed. This is an increase of **386** employees from last year’s snapshot date. 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, such as those on reduced sick pay or parental leave on 5th April 2022.

**2,966** of these staff were women (an increase of **328** employees from last year) and **1,364** were men (an increase of **58** men from last year).

**68.5%**

**31.5%**

This demonstrates that approximately two thirds of our workforce are women which represents a 1.6% increase against our 2021 data. In this reporting period it also shows that 85% of our new recruits were women.

On the snapshot date **973** Change Grow Live employees were on TUPE protected terms and conditions including salaries.

**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.

Our gender pay gap by median average is **6.1%** in favour of men, which is an increase of **2.9%** since last year’s reporting.

The average UK median gender pay gap for **all** employees decreased to **14.9%,** from **15.1%** in 2022. This is still below the pre-covid levels seen in 2019 (17.4%) (Office for National Statistics).

**Our mean gender pay gap**

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 **11.15%** in favour of men. This figure is the percentage difference between the average pay of women and men. Our pay gap has slightly increased by **0.55%** since last year’s reporting.

**Bonus data**

We do not pay bonuses, so we have no bonus data to report.

**Pay quartiles**

The total staff population was divided into four equal quarters and the numbers of men and women calculated in each. Quartile A are the highest earners organisationally, B the next highest, then C, with quartile D being our lowest paid employees.

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

|  |  |  |
| --- | --- | --- |
| **Quartile** | **Male**  | **Female** |
| **2021** | **2022** | **2021** | **2022** |
|  **A – Upper quartile****(Highest Paid)** | **35.9%** | **34.2%** | **64.1%** | **65.8%** |
| **B – Upper middle quartile**  | **33.2%** | **32.8%** | **66.8%** | **67.2%** |
| **C – Lower middle quartile** | **32.9%** | **32.8%** | **67.1%** | **67.2%** |
| **D – Lower quartile****(Lowest Paid)** | **30.5%** | **26.3%** | **69.5%** | **73.7%** |

The percentage of men and women in each of the four quartiles shows a different pattern the company overall, where there are 31.5% men and 68.5% women.

There is a higher proportion of men in the upper quartiles compared to the lower quartiles. However, this is the opposite for women where we have a higher proportion of women in the lower quartiles than the upper quartiles.

In terms of part time working across the organisation, there are more part time women than men. 22% of women work part time as opposed to 11% of men. This figure is consistent across each quartile demonstrating that there is the opportunity to work part time in our more senior roles.

We have recruited a number of female senior leaders into director and senior managerial roles. This has resulted in an increase of women in the upper quartiles since last year’s reporting, clearly showing that women have real opportunity for progression within the organisation.

Alongside this, our data also shows that we have also seen a larger percentage increase of women in the lower quartile which would explain the increase in our gender pay gap. Following The Dame Carol Black review and recommendations, we have carried out a recruitment drive which has seen an increase in women recruited into our first line roles which has contributed to the increase in our gender pay gap.

Government data shows that in April 2021 to March 2022 201,000 more women were employed than in the year before. This mirrors the trends we have seen in our organisation. However, we have seen a higher ratio of men to women being recruited into our medical roles, which fall within our upper quartile, again, contributing to the increase in our gender pay gap.

**The makeup of our organisation**

The following charts shows data about the makeup of our workforce in relation to gender.

The above chart shows the number of men and women in different role types within Change Grow Live. Our employees in medical roles continue to be disproportionately male and are some of our highest paid roles.

2022 ONS data also shows that young women are currently one of the fastest growing working groups, with 7.7% more women aged 16-24 moving into employment across the year. Our data shows that there has been an increase in younger women employed by Change Grow Live in the reporting period. The above chart shows that the number of women aged less than 30 is higher (80%) than the percentage of women within our total organisation (68.5%). As our pay is incremental our younger employees are more likely to be at the lower ends of our pay scales, as many will be relatively new to employment and our organisation. This contributes to our gender pay gap.

**Taking action. Since April 2022 we have:**

* Expanded our Equality, Diversity and Inclusion (EDI) team to ensure that there is a greater EDI focus across more organisational strategic priorities, projects and workstreams.
* Continued to be an accredited Real Living Wage organisation. Our salaries exceed the Real Living Wage.
* Increased everyone’s pay by an equal amount with 2022’s cost of living award. This has made sure that those who earn our lowest salaries benefit equally to those who earn our highest. By applying our cost-of-living increase in this way, our lowest earners received a higher percentage increase to their earnings than our higher earners, which we believe was the right thing to do. If this increase had been applied at the time the data was taken for this report, it would have reduced our gender pay gap to 10.2%, mean (from 11.15% as it stands now) and 5.5% median, (from 6.1% as it stands now). We estimate by applying the cost of living increase in this way, that there will be an improvement in our gender pay gap next year.
* Piloted reverse mentoring for senior staff to be mentored by employees more junior than them. Having successfully completed an initial trial we have now begun a pilot with the support of an external organisation. We have also offered coaching to colleagues, with a specific focus on people with protected characteristics.
* Continued to develop our flexible working practices and policy and will be piloting a 9-day fortnight working pattern in 2023.
* Launched our menopause policy, alongside an information page for managers, employees and volunteers to increase understanding and provide resources for women during pre-menopause and menopause. This page features information and resources to help women thrive, as well as stories of people’s personal experiences. We have created a national menopause forum, tools and guidance for managers to support women going through the menopause, to ensure that we create supportive, inclusive environments.
* Reviewed our recruitment approach to reduce bias and barriers so we can recruit a more diverse and representative workforce. We are in the process of simplifying our application process and reviewing our role profiles to improve accessibility and remove potential barriers to women and underrepresented groups.
* In 2022 we created a central recruitment team to support inclusive recruitment across the organisation. They have created recruitment pathways to encourage a diverse applicant pool, including working with women offenders, the armed forces, and other charities.
* Delivered leadership development training across the organisation.
* Set up a gender pay gap working group to monitor our actions and work to improve our gap.

**Looking forward. What we are doing:**

Alongside the above actions, we will continue to work with our data lead to scrutinise and understand our pay gap data further. This will enable us to put in place effective measures to reduce our pay gap in the future.

As part of the remit of the gender pay gap working group, and in collaboration with Associate Medical Director and other key stakeholders we will explore and consider opportunities to increase the number of women in medical roles.

Our gender makeup is consistent with the voluntary sector where two-thirds (67%) of the total workforce are women (NCVO 2021). We will work with our EDI team and colleagues in the sector to look at how we can attract more men to front line roles.

**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) for further information.