**Gender Pay Gap**

**Report 2023**

This year, for the first time in our history, we are publishing our Ethnicity Pay Gap Report alongside our Gender Pay Gap Report 2023.

We publish an overview of our gender pay gap each year. This is a legal requirement but, crucially, we also see it as an opportunity for us to better understand our organisation and look to our shared future.

It is not currently a statutory requirement to report on our ethnicity pay data, nor common practice to do so in our sector. However, we believe that doing so is an important step on our journey towards greater equality, diversity and inclusion. It will help us to ensure we reflect the communities we serve, so that we can make a real and lasting difference in people’s lives.

When we look at the picture painted by this year’s reports, it’s clear we are not yet where we want to be. We are, however, where we expected to be at this point in time. Both our gender and ethnicity pay gaps follows the patterns and trends that we see across other organisations and in wider society – but this isn’t a reason to be complacent. Waiting for society to change is not enough: it’s our responsibility to make it happen.

I am proud of the steps we have taken so far to help ensure that Change Grow Live embodies its values as an organisation that believes in people, regardless of their gender or ethnicity. But our work in this area continues.

We are committed to becoming one of the leading organisations in our field for diversity and inclusion. To this end, we will continue to explore new ways to improve the accessibility of our services, recruit a representative workforce and enrich our culture with diversity of thought, background and experience.

I can confirm that the gender and ethnicity pay gap information contained in these reports is accurate as of 5th April 2023.

**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 **4,880** employees as of **5th April 2023** (the snapshot date) was analysed. This is an increase of **550** 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 2023.

**3,410** of these staff were women (an increase of **444** employees from last year) and **1,470** were men (an increase of **106** men from last year).

**69.9%**

**30.1%**

This demonstrates that more than two thirds of our workforce are women, which represents a 1.4% increase against our 2022 data. In this reporting period it also shows that 74% of our new recruits were women.

On the snapshot date, **1444** 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 **4.6%** in favour of men, which is a decrease of **1.5%** since last year’s reporting.

The average UK median gender pay gap for **all** employees decreased to **14.3%,** from **14.4%** in 2022. This is still below the pre-COVID levels seen in 2019 (17.4%) (Office for National Statistics (ONS)).

**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 **10.2%** in favour of men. This figure is the percentage difference between the average pay of women and men. Our pay gap has decreased by **0.95%** 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** |
| **2022** | **2023** | **2022** | **2023** |
|  **A – Upper quartile****(Highest Paid)** | **34.2%** | **33.1%** | **65.8%** | **66.9%** |
| **B – Upper middle quartile**  | **32.8%** | **32.8%** | **67.2%** | **67.2%** |
| **C – Lower middle quartile** | **32.8%** | **30.2%** | **67.2%** | **69.8%** |
| **D – Lower quartile****(Lowest Paid)** | **26.3%** | **24.4%** | **73.7%** | **75.6%** |

The percentage of men and women in the upper and lower middle quartile has moved closer to the pattern we see in the company overall, where there are **30.1%** men and **69.9%** women.

The increase in the upper quartile is largely due to a higher percentage of female clinical professionals recruited during the period compared to men. This shows that women have the opportunity for progression within the organisation and explains the decrease in our gender pay gap.

However, there is a **4.5%** increase in the percentage of woman in the lower middle and lower quartiles due to the high number of women being recruited in the lower paid roles during the period.

There continues to be a higher proportion of men in the upper quartiles compared to the lower quartiles, and a higher proportion of women in the lower quartiles than the upper quartiles.

The percentage of men in the top three quartiles has increased, with a balancing decrease in the lower quartile. There has been a **1%** percentage shift from the upper middle quartile to the lower quartile for women, due to the high number of women being recruited in the lower paid roles during the period.

Following The Dame Carol Black review and the 10-year National Drug Strategy recommendations, we have carried out a recruitment drive which has seen an increase in women recruited into our first line roles. This has contributed to the decrease in our gender pay gap.

Government data shows that there were there were 108,000 more women in work in October to December 2022 than the same period a year ago. This mirrors the trends we have seen in our organisation. We have recruited more women than men into our medical roles i.e. Speciality Doctors, which has had a positive effect on our gender pay gap.

The female employment rate in the UK was 72.3% in October to December 2022 which broadly resembles our rate of 69.9%.

In terms of part-time working across the organisation, there are more part-time women than men. 20% of women work part-time as opposed to 9% of men. This is lower than the UK statistics, where 38% of woman work part-time compared to 14% of men. This is a slight reduction compared to 2022, however this is consistent with the ONS, where there has been a fall in women working part-time in the first three quarters of this period. The number of part-time workers is however now starting to increase.

The percentage of part time women is consistent across each quartile demonstrating that there is the opportunity to work part-time in our more senior roles.

**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. The variance shows the decrease or increase in the female percentages compared to the previous year.

We have seen an 9% increase since April 2022 in the number of women in non-management medical roles and a 11% increase in the number of women in management medical roles. However, we have also seen a 4% decrease in the number of women in senior management support roles. The net effect being a positive effect on the gender pay gap.

The above chart shows that 82% percentage of employees under the age of 30 are women, which is higher than the overall percentage of women across all age ranges within our total organisation (69.9%). 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.

Our data shows that there has been an increase for both male and females in the age ranges below 50, with the largest increase being in the 20 – 25 age range for woman **(75%)**.

This increase is consistent with the ONS who reported that a record number of people moved out of "economic inactivity" between July and December 2022. This is defined as people not looking for work, as more got jobs due to the cost-of-living crisis. It was driven by people in the 16-24 age group entering the workplace for the first time, as well as 50-64-year-olds who are ‘unretiring’.

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

* Updated our Flexible Working Policy and ran a 9-day fortnight pilot in one of our services. We created a project group and held organisational engagement sessions to explore other flexible working options.
* 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. By applying the cost-of-living increase in this way there has been a reduction in our negative ethnic pay gap.
* 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.
* As part of the remit of the gender pay gap working group, and in collaboration with Associate Medical Director and other key stakeholders, we have explored and considered opportunities to increase the number of women in medical roles.
* 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.

**In 2023/24 we commit to taking further actions:**

* Whilst our gender makeup is consistent with the voluntary sector, where two-thirds (67%) of the total workforce are women (NCVO), we are working with our EDI team and colleagues in the sector to look at how we can attract more men to front line roles.
* Continuing to work with our data lead to scrutinise and understand our pay gap data further, enabling us to put in place effective measures to reduce our pay gap in the future.
* Development of virtual recruitment roadshows to promote Change Grow Live as a diverse employer.
* Reciprocal mentoring pilot begins in March 2024 - The aim of the programme is to continue to build a more equitable and inclusive organisation which will lead to better representation at a senior level and support women to progress in leadership.
* Reviewing our Flexible Working Policy to reflect the legislative changes coming into force this year, ensuring that there is a robust plan to upskill managers and that the organisation is aware of the changes.
* Extending our 9-day fortnight pilot to other services.

**C****onclusion**

We see it as a positive step forward that our median gender pay gap has fallen to 4.6% in favour of male employees, down 1.5% on last year’s pay gap. This is due in part to a higher percentage of female clinical professionals being recruited during this year’s reporting period compared to men – a testament to the opportunities for progression for women within the organisation.

Whilst we are making good progress towards gender pay equality, we recognise there are tangible actions we can begin taking immediately – both to attract more male and female candidates into roles in which they are currently underrepresented, and to upskill and support existing female staff members to progress in leadership.

We see the Gender 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.

**Written by Clair Hoare and Simone James**