



Place2Be Gender Pay Gap Report

Snapshot date: 05 April 2018

Place2Be is a children's mental health charity providing in-school support and expert training to improve the emotional wellbeing of pupils, families, teachers and staff. We support hundreds of primary and secondary schools annually in England, Scotland and Wales to become more "mentally healthy"

At Place2Be, we are committed to maintaining an inclusive working environment and encouraging equality and diversity in our workforce.

Gender Pay Gap Data

The below data shows the proportion of staff and highlights the overall mean and median gender pay gap, as at the snapshot date of 5 April 2018, based on hourly rates of pay of 454 roles.

The mean gender pay gap	10.5%
The median gender pay gap	2.0%

The mean bonus gender pay gap	Zero
The median bonus gender pay gap:	Zero
Proportion of women who have received a bonus	Zero
Proportion of men who have received a bonus	Zero

The proportion of males and females in each quartile pay band:

	Female	Male	Total
Lower Quartile	88.04%	11.96%	100%
Lower Middle Quartile	94.60%	5.40%	100%
Upper Middle Quartile	90.09%	9.91%	100%
Upper Quartile	80%	20.00%	100%

We are able to report that we have a smaller median gender pay gap, than the ONS national statistic reported for 5 April 2018 of median figure of 8.6%.

What is causing our gender pay gap?

The counselling profession attracts a far larger proportion of women than men and our workforce is predominantly female (88%), including a large proportion of part time employees (66%). As a result, even small changes to the numbers of males we employ will have a major impact on our gender pay, in particular our “mean” calculation.

The majority of our staff work in our partner schools (70%) and are part-time which will tend to attract more females.

Place2Be has a female Chief Executive Officer and at the reporting date of 5 April 2018 had an Executive Team of seven that comprised of five females and two males. Of our full-time roles 28% are held by females and 5.2% by males.

Place2Be is committed to the principle of equal opportunities and equal treatment for all employees. We are committed to ensuring gender pay equality across all levels within the organisation.

We continue to take proactive steps, to ensure equality and diversity in the workplace. These actions include:

- Continuing to review, monitor and improve our pay systems
- Trialling removing names and educational establishments from job application shortlisting
- Reporting and monitoring diversity improvements
- Continuing to offer development opportunities, with a focus on management development
- Promotion of flexible working options
- Mandatory equality on-line e-learning, during new employee induction
- Establishment of a Diversity and Inclusion Group, involving a wide range of employees, whose purpose is to input into improvement plans
- Encouraging applicants from genders not typical of the role, such as more women into IT positions
- The Board receive quarterly reports on our diversity data and improvement plans

I confirm that the information contained in this statement is accurate.

Catherine Roche
Chief Executive
February 2019