



Place2Be Gender Pay Gap Report 2024

Snapshot date: 5 April 2023

From 2017, any employer who has a headcount of 250 or more must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is referred to as the 'snapshot date'.

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 primary and secondary school communities across 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. Current requirements for gender pay gap reporting only allow us to report on gender in a binary way, recognising only men and women. This means that we are unable to report non-binary or other identities in this report.

Gender Pay Gap Data

The tables below show the proportion of staff and highlights the overall mean and median gender pay gap, as at the snapshot date of 5 April 2023. The data is based on hourly rates of pay for 647 employees.

Mean and Median Gender Pay Gap	2023
The mean gender pay gap	10.2%
The median gender pay gap	9.9%

Mean (Average):

We added all the individual hourly rate of pay for women and divided this by the total number of women. We then added all the individual hourly rate for men and divided it by the total number of men. We then compared both figures; the men's mean hourly rate worked out as 10.2% more than the women's hourly rate.

Median (Mid-Point):

We listed out all female employees' hourly rates and then found the middle employee. We then did the same for male employees.

We compared both figures; the men's median hourly rate worked out as 9.9% more than the women's hourly rate.

The figures illustrate that, whilst we have a smaller number of men in the organisation compared to women, a higher percentage of our male employees are in middle or senior roles which command higher salaries. Of our total number of employees (647), 378 are school-based and operate under the same structure. In our comparison of these school-based roles year on year, the median gender pay gap would be 0% and the mean gender pay gap would be 1.8%.

Comparison to previous year:

Mean and Median Gender Pay Gap	2022	2023
The mean gender pay gap	9.9%	10.2%
The median gender pay gap	7.9%	9.9%

In comparison to last year, the mean gender pay gap has increased slightly (+0.3%), whilst the median gender pay gap has increased from 7.9% to 9.9% (+2.0%).

The median pay gap is a comparison of the pay of the numerical ‘middle employee’ for both genders. There are significantly fewer men than women in the organisation (11.7% of the workforce are male with 85 males compared with 637 female) and hence the measure is more sensitive to changes in the breakdown of male employees, for example: the number of males or the job level.

Some support teams (such as IT, Fundraising and Communications) have a higher-than-average number of males (higher than the 11% average across the organisation) and this has been a factor in moving the median male employee away from a school-based role to an office based one.

Gender Pay Gap for bonus payments:

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	90.7%	9.3%	100%
Lower Middle Quartile	89.5%	10.5%	100%
Upper Middle Quartile	88.9%	11.1%	100%
Upper Quartile	80.1%	19.9%	100%

* Quartiles are worked out by ordering all employees by earnings and then dividing the list into four equal groups. The top 25% of earners within the organisation are included in the “Upper Quartile” and the lowest 25% of earners within

the organisation are included in the “Lower Quartile”. We are then required to work out the percentage of males and females within each of these separate quartiles, shown in the table above.

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 substantial proportion of part time employees (66%). As a result, even minor changes to the numbers of males we employ will have a major impact on our gender pay, particularly our “mean” calculation.

Most of our staff work in our partner schools (59%) and 84% of these 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 2023 had an Executive Team of eight that comprised of six females and two 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 equity, diversity and inclusion in the workplace. Actions completed and ongoing are as follows:

- Our values promote our commitment to equity, diversity and inclusion
- We use a live external remuneration and job evaluation tool (Cendex) to provide impartial pay benchmarking of roles
- We have conducted a role review of our school based colleagues, this will inform how we describe job roles, market them and attract candidates
- We continue to use our Recruitment Applicant Tracking System to anonymise gender, ethnicity, and educational establishment
- An Equity, Diversity and Inclusion (EDI) Steering Group is in place attended regularly with a cross-section of employees supported by a number of employee-led Special Interest groups.
- All new starters are asked to complete EDI learning, and all new hiring managers are asked to complete an inclusion works module as part of their recruitment training
- Our professional qualifications team offer subsidies for Place2Be staff wishing to complete Levels 2, 3, 5 and 6 development programmes, in addition they offer up to 10 bursaries a year targeting applicants from under represented groups
- We continue to offer development opportunities to all staff, including an Inclusion at work session and our management development programme for all managers
- Flexible working continues to be encouraged and any barriers considered
- A refreshed EDI Action Plan for 2024/25 with three focus areas including: service delivery, people and systems
- The Board receive quarterly reports on our diversity data as part of our EDI Action Plan
- Our recruitment strategy 2024 will focus on attracting more males into clinical roles through more proactive targeting, gender neutral advertising and engaging with more specialist ‘groups’ via Linked in.

Our requirements to report our findings

- We are required to make available on our website, information on our gender pay gap, by no later than 4 April 2024
- We are required to report our findings via the government site ([gov.uk - Report your gender pay gap data](https://gov.uk/report-your-gender-pay-gap)), by no later than 4 April 2024

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

Catherine Roche
Chief Executive
March 2024