



Place2Be Gender Pay Gap Report 2025

Snapshot date: 5 April 2024

About Place2Be

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".

Place2Be People

At Place2Be, we are committed to an inclusive working environment, recognising that our colleagues may identify as female, male or non-binary. We've outlined in the table below our total number of employees, how they identify and the number who prefer not to say.

Table 1: Our people

Total Employees	823	100%
Female	722	88%
Male	93	11%
Non-Binary	6	0.75%
Prefer not to say	2	0.25%

The table above shows our full list of relevant employees, as defined by the reporting guidance.

Our Pay Gap Sample

The gender pay gap calculations are based on our payroll data drawn from a 'snapshot' date each year, and for us as a charity, that is 5th April 2024.

To determine our pay gap sample, on the snapshot date, we include full-pay relevant employees, again as defined in the reporting guidance. Reasons we'd exclude some of the relevant employees from the pay gap sample include zero hours pay, sickness absence, unpaid leave and maternity pay.

Following the guidance, our pay gap sample on 5th April 2024 consisted of 756 full-pay employees, of whom 89 (12%) were male and 667 (88%) were female.

Mean and Median Gender Pay Gap

Based on the hourly rates of pay of our sample, the mean gender pay gap stands at 10.9%. The median gender pay gap stands at 14.6%.

Table 2: Mean and Median Gender Pay Gap 2024

The mean gender pay gap	10.9%
The median gender pay gap	14.6%

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 10.9% 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 14.6% more than the women's hourly rate.

Whilst we've 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 have higher salaries. Of our total number of employees, 473 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 0.1% and the mean gender pay gap would be -0.4%. This suggests that as expected there is no substantive differential across our operational roles. These are the largest in number in the organisation as well as most easily directly comparable.

Table 3: Comparison to previous year

Mean and Median Gender Pay Gap	2023	2024	Difference
The mean gender pay gap	10.2%	10.9%	+0.7%
The median gender pay gap	9.9%	14.6%	+4.7%

In comparison to last year, the mean gender pay gap has increased slightly by 0.7%, whilst the median gender pay gap has increased by 4.7% from 9.9% in the previous year to 14.6% in 2024.

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, and hence the measure is more sensitive to changes in the breakdown of male employees, for example: the number of men or the job level.

We compared 2023 against 2024 and observed, that whilst in both years males made up almost 12% of the workforce, there were more men in 2024 (89) than 2023 (82), however slightly fewer men in school-based roles and slightly more in office-based roles. It's also worth noting that in the IT team there is a higher-than-average number of males. Combined, these have been factors in moving the median male employee away from a school-based role to an office based one this year.

Table 4: 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

Table 5: The proportion of males and females in each quartile pay band

	Female	Male	Total
Lower Quartile	91.0%	9.0%	100%
Lower Middle Quartile	92.6%	7.4%	100%
Upper Middle Quartile	89.9%	10.1%	100%
Upper Quartile	79.4%	20.6%	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 might be causing our gender pay gap?

The counselling profession typically attracts more women than men and this is reflected in our workforce which is predominantly female and includes a substantial proportion of part time employees (65%). As a result, even minor changes to the numbers of males we employ will have a major impact on our gender pay, particularly our median calculation. As observed above, we had slightly fewer men in school-based roles in 2024 and more in the typically higher paid office-based which has resulted in an increase in the median male pay.

Further analysis

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. As part of this commitment, we reviewed all job role levels using the snapshot data. In our school-based roles, Area Manager and Clinical Supervisor roles no difference was detected.

EDI Action Plan

As part of our focus on service delivery, people and systems, our EDI Action Plan includes actions on how we'd like to attract more males into the child and young person (CYP) counselling profession through targeted advertising. We're also reviewing our job titles and job descriptions to ensure role expectations are made clear, and we're reviewing our onboarding processes.

Our pay gap report findings

In line with requirements,

- We make available on our website, information on our gender pay gap, no later than 4 April 2025
- We report our findings via the government site ([gov.uk - Report your gender pay gap data](https://gov.uk/report-your-gender-pay-gap)), no later than 4 April 2025

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

Catherine Roche

Chief Executive

March 2025