



## Place2Be Gender Pay Gap Report

Snapshot date: 05 April 2017

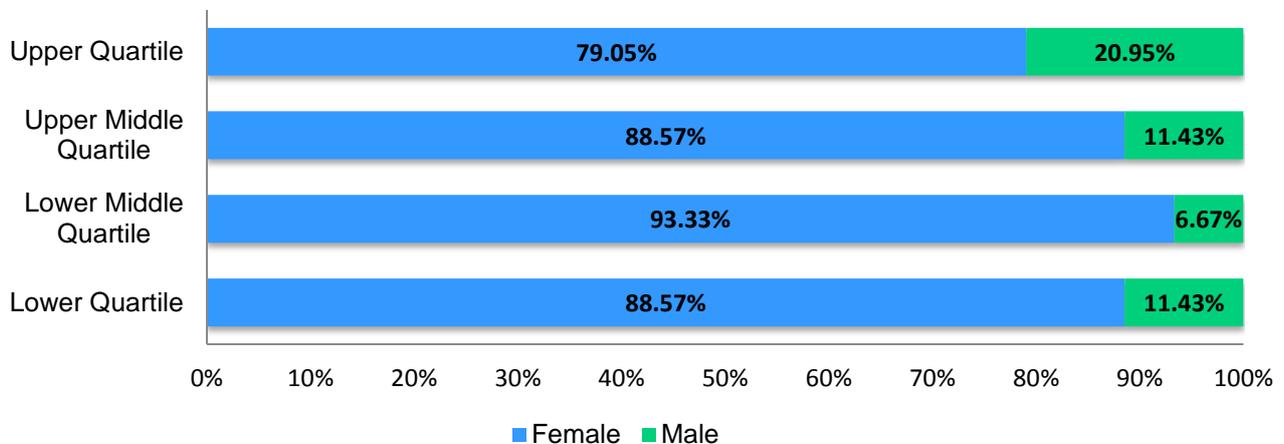
At Place2Be, we are committed to maintaining an inclusive working environment and encouraging equality and diversity in our workforce. Place2Be is publishing gender pay gap data to meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### Gender Pay Gap Data

The gender pay gap is defined as the difference in the average pay between men and women. The below data is based on 420 roles and shows the mean and median gender pay gap and bonus pay gap, the proportion of females and males receiving a bonus and the proportion of males and females in each quartile pay band for the 12 months ending on the snapshot date of 5 April 2017.

The mean gender pay gap	11.4%
The median gender pay gap	1.3%
The mean bonus gender pay gap	59.3%
The median bonus gender pay gap:	80.0%
Proportion of females who have received a bonus	0.8%
Proportion of males who have received a bonus	1.9%

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



## 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 (87%). Place2Be has a female Chief Executive Officer and at the reporting date of 5 April 2017 had an Executive Team that comprised five females and one male. Our gender pay gap is driven by the fact that a greater proportion of Place2Be's male employees are at our Head Office and are also in the upper quartile salary band. In addition, during the period ending on the snapshot date, these roles were largely in IT and Finance which are areas that typically attract a higher rate of pay.

In relation to bonuses, as can be seen from the very low proportion of employees that received bonuses, Place2Be only awards bonuses in exceptional circumstances. In the period in question, four bonuses were paid with one male recipient and three female recipients.

## Measures to address the gender pay gap

We are strongly committed to ensuring gender and ethnicity pay equality, across all levels within the organisation. The following actions are already underway or will be established within the next twelve months:

- Preparing more detailed analyses of our workforce to better understand who we are recruiting, which colleagues are being given the opportunity to progress and who is leaving the organisation
- Increased monitoring of proposed salary changes for existing staff and new starter salaries
- Continuation of our competency based interview and assessment process for all appointments, including internal promotions, to ensure that decisions are made solely on merit and against objective non-discriminatory criteria
- Expanding our established Talent Pathway for clinical staff to cover head office employees to ensure development opportunities are available to all staff

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

Catherine Roche  
Chief Executive Officer