



Place2Be Gender Pay Gap Report 2022

Snapshot date: 5 April 2021

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 2021. The data is based on hourly rates of pay for 489 employees.

Mean and Median Pay Gap	2021
The mean gender pay gap	11.7%
The median gender pay gap	0.0%

Mean and Median Pay Gap	2020	2021
The mean gender pay gap	14.3%	11.7%
The median gender pay gap	6.2%	0.0%

In comparison to last year both methods of measuring (mean and median) have closed against the previous year.

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 compared both figures; the men's hourly rate worked out as 11.7% more than the women's hourly rate.

Median (Mid-Point):

We listed out all male employees' hourly rate and then found the midpoint. We then did the same for female employees.

As of the snapshot date of 5 April 2021, there is no gap between the mid-point for male employees and female employees.

It is worth noting that though whilst we have a smaller number of men in the organisation compared to women, a higher percentage of our male employee in middle or senior roles earn high salaries. So, if the comparison in salary was based on similar roles rather than total roles, the gap in the case of each role would be significantly reduced.

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	92.7%	7.3%	100%
Lower Middle Quartile	86.1%	13.9%	100%
Upper Middle Quartile	91.0%	9.0%	100%
Upper Quartile	80.3%	19.7%	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 (68%). 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 (63%) and 88% 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 2021 had an Executive Team of seven that comprised of five 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 equality, diversity and inclusion in the workplace. Actions completed and ongoing are as follows:

- Our values promote our commitment to equality, diversity and inclusion
- We carried out a Pay and Benefits review during the Autumn of 2019
- The review involved analysing all job descriptions and mapping spot salaries into recommended pay bands. The review also introduces of a fair and transparent system for assessing the worth of newly created roles.
- We plan to carry out a Pay and Benefits review in the budget year 2023/2024
- We have a robust approach to job evaluation and market benchmarking using a live external remuneration and job evaluation tool (Cendex)
- We now have a more straightforward remuneration policy
- We continue to use our Recruitment Applicant Tracking System to anonymises gender, ethnicity, and educational establishment
- An Equality, Diversity and Inclusion Steering Group is in place with a cross-section of employees
- An unconscious-bias e-learning module has been rolled-out to new starters for completion during their first three months in post including trustees
- We have established a working group comprising a number of external partner organisations (BACP, National Counselling Society, UKCP) to look at how we can work together to address the issue of the lack of males and counsellors from diverse groups entering the profession.
- We continue to offer development opportunities to all staff, with a particular focus on management development.
- We have an on-line mandatory e-learning module on equal opportunities.
- We are rolling out an inclusive workshops (Include me at work) to new and existing staff.
- Flexible working continues to be encouraged and any barriers considered
- The Board receive quarterly reports on our diversity data and improvement plans.

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 2022
- We are required to make available on the governments site (gov.uk - Report your gender pay gap data), by no later than 4 April 2022

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

Catherine Roche
Chief Executive
March 2022