



Place2Be Gender Pay Gap Report 2020

Snapshot date: 5 April 2019

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 2019, based on hourly rates of pay of 454 roles.

The mean gender pay gap	12.6%
The median gender pay gap	6.3%

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	93.70%	6.30%	100%
Lower Middle Quartile	90.55%	9.45%	100%
Upper Middle Quartile	92.13%	7.87%	100%
Upper Quartile	81.10%	18.90%	100%

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 (89%), including a large proportion of part time employees (67%). As a result, even small changes to the numbers of males we employ will have a major impact on our gender pay, particularly our “mean” calculation.

The majority of our staff work in our partner schools (70%) and 60% 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 2019 had an Executive Team of seven that comprised of six females and one male.

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:

- Our values promote our commitment to equality and diversity
- We have undertaken a Pay and Benefits review during the Autumn of 2019
- The review involved analysing all job descriptions and coming up with a pay points for each post and recommended pay bands. The review also introduces of a fair and transparent system for assessing the worth of newly created roles, using both internal and external benchmarking.
- Our new Recruitment Applicant Tracking System will anonymise gender, ethnicity and educational establishment
- A Diversity and Inclusion Project Group is in place with a cross-section of employees
- An unconscious-bias e-learning module has been rolled-out to new recruits for completion during their first three months in post. All existing staff and Trustees must complete.
- Flexible working continues to be encouraged and any barriers considered
- Continuing monitoring of diversity data to measure improvements
- 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 2020
- We are required to make available on the governments site (gov.uk - Report your gender pay gap data), by no later than 4 April 2020

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

Catherine Roche
Chief Executive
February 2020