

## 2017 gender pay report

### 1. Gender pay reporting

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year, showing how large the pay gap is between their male and female employees.

This report is based on hourly pay rates as at 5 April 2017 and bonuses paid between 6 April 2016 and 5 April 2017.

### 2. Definitions

#### 2.1 Mean gender pay gap

The difference between the mean hourly rate of pay of male full-pay relevant employees, and that of female full-pay relevant employees.

#### 2.2 Median gender pay gap

The difference between the median hourly rate of pay of male full-pay relevant employees, and that of female full-pay relevant employees.

#### 2.3 Mean bonus gap

The difference between the mean bonus pay paid to male relevant employees, and that paid to female relevant employees.

#### 2.4 Median bonus

The difference between the median bonus pay paid to male relevant employees, and that paid to female relevant employees.

#### 2.5 Bonus proportions

The proportions of male and female relevant employees who were given bonus pay during the relevant period.

#### 2.6 Quartile pay band

The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle, and upper-quartile pay bands.

### 3. Background

Concern Group is made up of Insight Healthcare and Mental Health Concern (MHC). At the time of analysis, the organisation operated two payrolls; hence the reporting is split between the two companies as per the requirements under the gender pay reporting regulations.

However, we regard our organisation as one, with harmonised policies, procedures, and terms and conditions. Any new initiatives implemented to support reward and recognition are applied equally across the Group. For this purpose, we have also included an overall Group analysis.

As a group, and at time of analysis, we employed 615 staff.

80% of our workforce is female, therefore we take care in ensuring that they are paid fairly for the work they fulfil, and have the same opportunities as their male counterparts.

The tables below show our mean and median hourly pay gap at the snapshot date (5<sup>th</sup> April 2017); this is presented at both Group-level and also split per organisation as referred to above.

Group	Mean	Median
Pay gap (%)	11.31	7.76

MHC	Mean	Median
Pay gap (%)	19.28	17.93

Insight	Mean	Median
Pay gap (%)	12.30	10.00

## 4. Analysis

The overall pay gap for Group, MHC, and Insight at first appears high, however when analysed further it is clear that this has been skewed by quartile 4 and in particular the profile of the executive team.

Quartile 4 has been particularly affected by the executive team profile, which currently is predominantly male (83%). The executive team comprises of six managers; we currently have two vacant positions and therefore our profile may change, which would therefore impact on the gender pay reporting in quartile 4.

When we adjust for this factor, our pay gap for the Group is significantly lower, as can be seen below. This difference can largely be explained by length of service or skill set factor.

### 4.1 Group pay gap (adjusted by removing executive team salary information)

Group	
Mean (%)	6.78
Median (%)	3.85

It is important however to highlight that 80% of our senior managers, which is the level immediately below our executive team, is female.

The gender pay gap results in quartiles 1- 3, which can be seen below, are favourable and we are pleased with these outcomes as it demonstrates that we remunerate both female and male employees equally and fairly across the group. Where the percentage is prefixed with a minus, this shows that females are paid on average higher than males.

Group	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Mean (%)	-0.64	-0.28	1.55	11.73
Median (%)	0	-1.20	1.94	2.78

<b>MHC</b>	<b>Quartile 1</b>	<b>Quartile 2</b>	<b>Quartile 3</b>	<b>Quartile 4</b>
<b>Mean (%)</b>	-2.15	0.09	-3.70	14.90
<b>Median (%)</b>	-4.63	-0.13	-6.13	-0.33
<b>Female (%)</b>	<b>80</b>	<b>80</b>	<b>72</b>	<b>58</b>
<b>Male (%)</b>	<b>20</b>	<b>20</b>	<b>28</b>	<b>42</b>

<b>Insight</b>	<b>Quartile 1</b>	<b>Quartile 2</b>	<b>Quartile 3</b>	<b>Quartile 4</b>
<b>Mean (%)</b>	-2.85	-1.56	1.62	7.71
<b>Median (%)</b>	0	-4.00	3.33	0
<b>Female (%)</b>	<b>88</b>	<b>92</b>	<b>87</b>	<b>77</b>
<b>Male (%)</b>	<b>12</b>	<b>8</b>	<b>13</b>	<b>23</b>

## 5. Bonus Payments

The Group does not operate a bonus scheme and therefore no employees receive a bonus payment.