



Gender pay gap report

2020



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Introduction

Our organisation, along with all employers with 250 or more employees, is required by legislation to report on gender pay gap data in a consistent format, using employee pay data captured on 5 April each year.

Whilst gender pay gap reporting is an annual legislative requirement, it also gives us the opportunity to look at the key trends in the information, and share our diversity and inclusion plans for the year ahead with our colleagues and other key stakeholders.

This report sets out our Gender Pay Gap as on 5 April 2020 and our commitment to engaging with our colleagues and delivering on our diversity and inclusion plans to ensure we continue to support our colleagues throughout their careers.

Outcomes and monitoring

Mental Health Concern is a registered charity and Insight IAPT is a not for profit organisation which is owned by Mental Health Concern. Our two different operating arms share harmonised policies and procedures, and our colleagues are recruited to the same terms and conditions of employment, regardless of the organisation they work for.

Overall, we employed 839 employees on the 5 April 2020, of whom 80% are female. 326 colleagues were employed by Mental Health Concern and 513 colleagues were employed by Insight IAPT. Mental Health Concern incorporates our support services, such as IT, finance, and HR.

Definitions

The following key terms are used in this report:

Gender pay gap	The gender pay gap shows a high-level snapshot of pay, which shows the difference in the average pay between male and female colleagues across the workforce. It should not be confused with unequal pay, which deals with the pay differences between men and women who are doing the same job or work of equal value.
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
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

Quartile pay band	The proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle, and upper quartile pay bands.
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2020 Results

Mean and medium

Whole organisation

The results for the whole organisation are shown below and are compared to our 2019 results.

Difference between men and women	Pay - 2020	Pay - 2019
Mean (Average)	10.47	10.77
Medium (Mid-Point)	7.58	7.69

The 2020 results are broken down for Mental Health Concern and Insight IAPT below.

Mental Health Concern

Difference between men and women	Mean (Average)	Medium (Mid Point)
Pay -2020	18.90	11.99

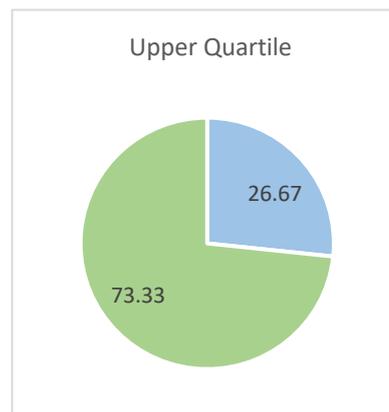
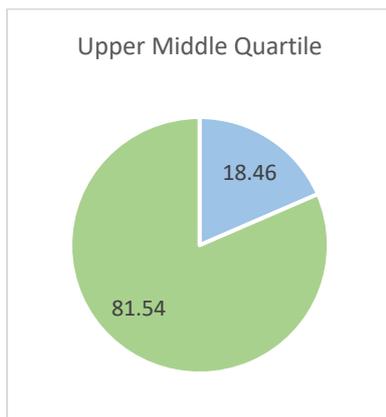
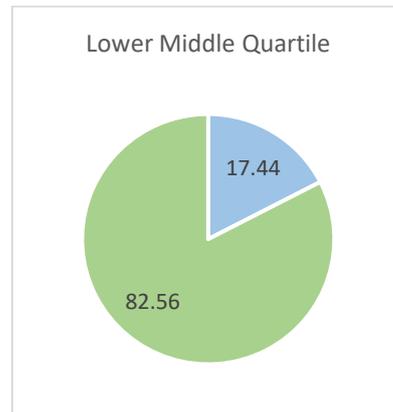
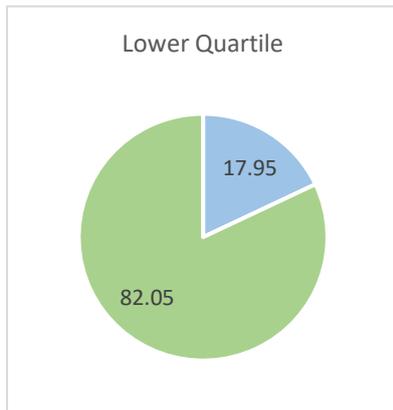
Insight IAPT

Difference between men and women	Mean (Average)	Medium (Mid Point)
Pay - 2020	8.26	9.69

Quartiles

Male and female split per quartile – whole organisation

2020 Group ■ Male ■ Female



The breakdowns for Mental Health Concern and Insight IAPT are shown below:

	Quartiles			
Mental Health Concern	Lower	Lower Middle	Upper Middle	Upper
2020 Female (%)	79	79	68	61
2019 Female (%)	77	69	76	54

	Quartiles			
Insight IAPT	Lower	Lower Middle	Upper Middle	Upper
2020 Female (%)	87	90	84	79
2019 Female (%)	93	92	91	77

Observations from our gender pay results

- Both our overall mean and median gender pay gap have reduced slightly from 2019. Whilst a gender pay gap does exist, our mean gender pay gap figure of 10.47% sits below the ONS-reported national average for 2020 of 15.5%.
- Across the organization, the split between males and females is similar in the first three quartiles, with an increase in the percentage of males in the upper quartile. This shows that, while our workforce is predominantly female, a greater proportion of men are represented in the higher pay levels than in the lower pay ranges.
- The difference between quartiles is seen less in Insight IAPT than Mental Health Concern, with Mental Health Concern incorporating our support services. It is in these support services that we see higher paid males.
- The percentage of females in the upper quartile has increased in both Mental Health Concern and Insight IAPT between 2019 and 2020.

Bonus payments

The group does not operate a bonus scheme, therefore no employees receive a bonus payment.

Reducing the pay gap

As an organisation, diversity and inclusion is one of our key priorities and is incorporated specifically in our new three-year strategy, 'Shaping our Future'. In this strategy, we state: 'We will champion equality, diversity, and inclusion for the benefit of all'.

As part of this focus, we are committed to:

- Being open and transparent with our colleagues regarding our gender pay gap, and encouraging our colleagues via our colleague forum and other communication channels to contribute ideas to reduce our gender pay gap.
- Setting up an Equality, Diversity, and Inclusion Steering Group.
- Using neutral, unbiased language in our job adverts to appeal to a wide range of candidates and offering flexible and agile working.

- Sharing the stories of our colleagues and their career progression with us to raise awareness of and highlight the gender mix across all our roles. This will include a focus on males working in our sector.
- Monitoring diversity information through recruitment using data. This will include reviewing the demographics of those who apply for our roles and are successful (including internal promotions).
- Developing recruitment campaigns which encourage applications from a diverse range of backgrounds, using creative people stories (for example males working in care).
- Launching a leadership programme (and future leaders programme) that is open and accessible to both males and females.
- Exploring colleague engagement through the male and female lens, as part of our annual Great Place to Work surveying.