

Gender pay gap report

2024/25

withyou

wearewithyou.org.uk

WithYou Gender Pay Gap Report 2024/25

Snapshot – 5 April 2024

What is the Gender Pay Gap?

The Gender Pay Gap shows the difference between the average (mean or median) earnings of men and women across all roles at an organisation.

As of April 2017, all companies with 250 or more employees are now required to publish their Gender Pay Gap under government legislation.

Charities have to report on the pay gap using data taken on 5th April each year. The report must then be provided by the 4th April the following year.

How do we measure the Gender Pay Gap?

Employers have to publish the gap in pay between women and men in the following ways:

- On a mean basis (average hourly salary)
- On a median basis (pay per hour based on the person 'in the middle' of the distribution of pay)
- By pay quartile (grouping staff into four groups based on pay, and showing the proportion of men and women in each group)
- Bonuses (percentages of staff receiving bonuses by gender and the gender gap on them)

The difference between the Gender Pay Gap and equal pay (ACAS)

The Gender Pay Gap differs from equal pay.

Equal pay deals with the pay differences between women and men who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The Gender Pay Gap shows the differences in the average pay between women and men.

The Gender Pay Gap at WithYou

WithYou's overall gender pay gap on 5 April 2024 by mean average was 2.7% in favour of men and by median average -1.2% in favour of women.

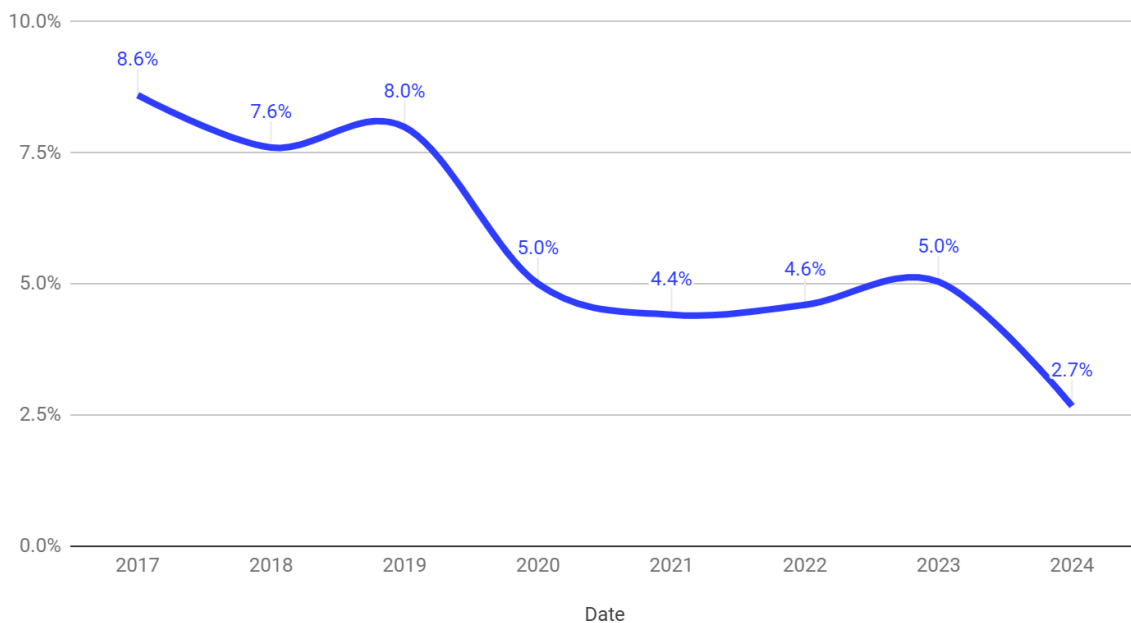
This represents the difference between the average salaries of women and men across our total workforce.

WithYou 2024

Mean average pay gap **2.7%** | Median average pay gap **-1.2%** |

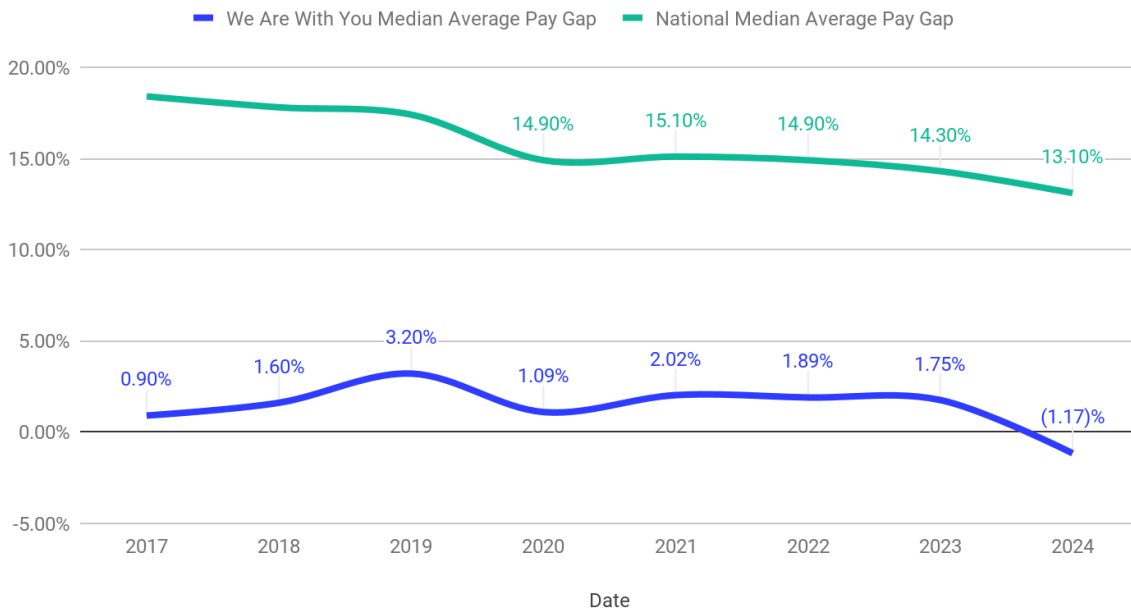
The Mean Average Pay Gap at WithYou

WithYou Mean Average Gender Pay Gap



The Median Average Pay Gap at WithYou

WithYou Median Average Gender Pay Gap



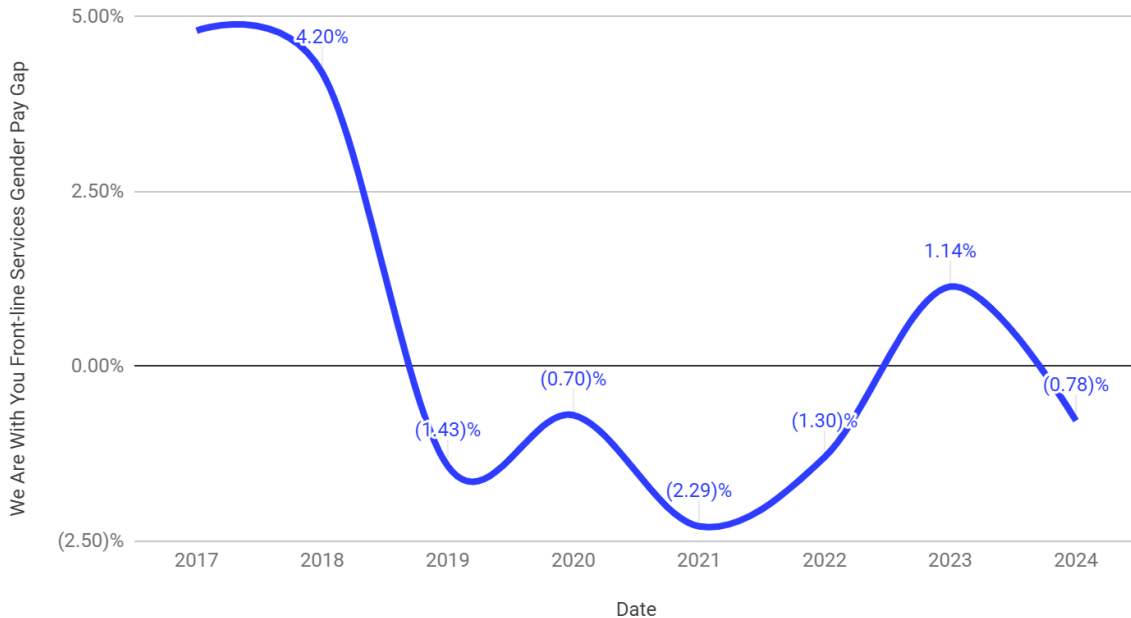
* Comparison source:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2024>

What does the data tell us?

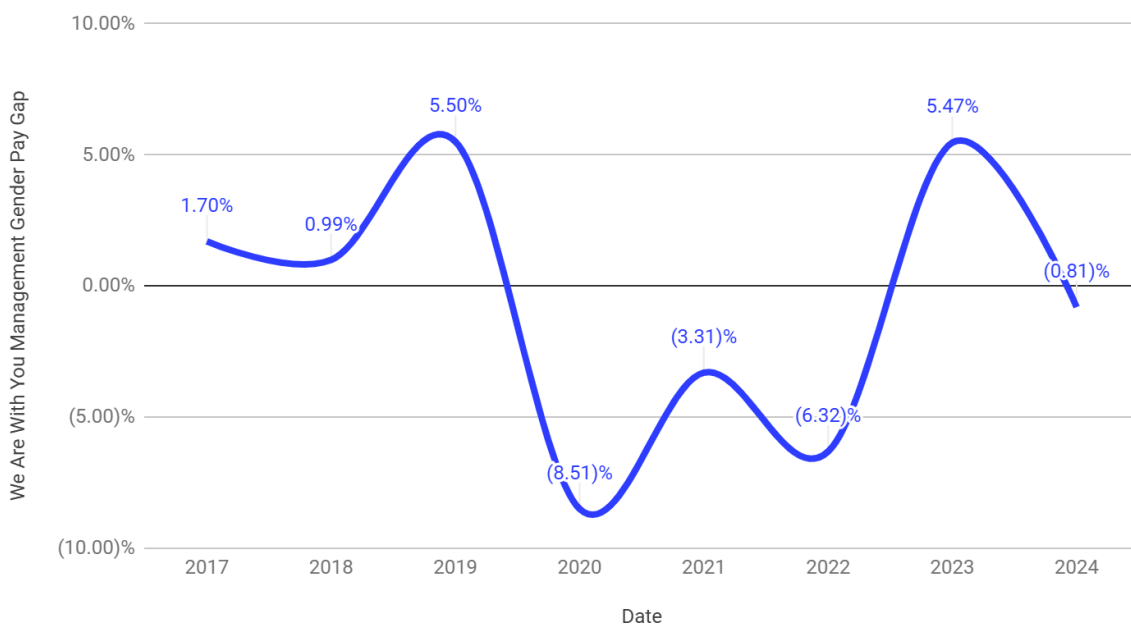
At WithYou, the majority of our people work in frontline services. The gender pay gap for frontline roles is -0.8% in favour of women.

WithYou Front-line Services Gender Pay Gap



The gender pay gap for management roles is -0.8% in favour of women.

WithYou Management Gender Pay Gap



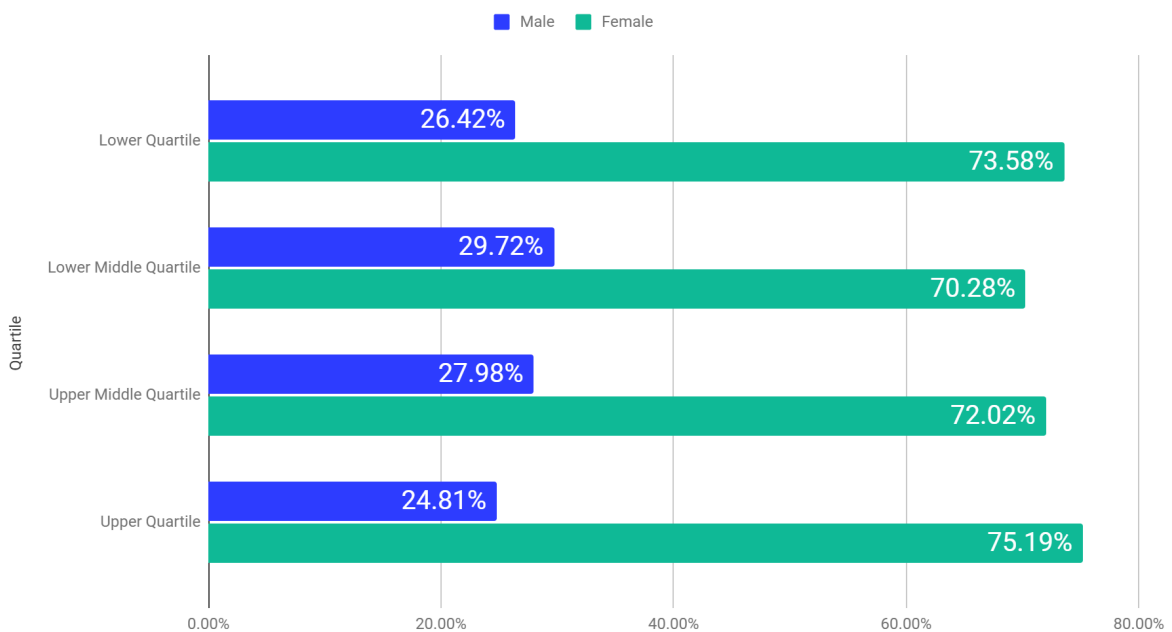
75% of WithYou’s Executive team are women with a gender pay gap of 20.2% in favour of men.

Pay quartiles

On 5 April 2024 we employed 1125 women and 421 men making WithYou a 72.8% female organisation overall.

How many men and women are in each quarter of the WithYou’s payroll	2024		2023	
	Men	Women	Men	Women
Upper quartile	24.81%	75.19%	25.71%	74.29%
Upper middle quartile	27.98%	72.02%	27.76%	72.24%
Lower middle quartile	29.72%	70.28%	26.74%	73.26%
Lower quartile	26.42%	73.58%	22.11%	77.63%

2024 Pay Quartiles



Bonus payments

No bonuses were paid to employees during the reporting cycle for 24/25.

Conclusion and next steps

The data shows that WithYou's mean gender pay gap has decreased by 2.3% percentage points and the median gender pay gap has decreased by 2.9% percentage points since 05 April 2023. Whilst we recognise that the data shows that the gender pay gap at WithYou continues to be smaller than average for the UK and that our median pay gap is now in favour of women, we know that more must be done to reduce the mean gap.

We are committed to narrowing the gender pay gap and during the financial year 24/25, in line with our wider equality, diversity and inclusion commitments, we carried out the following actions:

- Introduced a Pay Review Panel, providing further scrutiny of pay related decisions across the organisation
- Delivered inclusive recruitment training sessions to staff who have responsibility for recruitment. As of December 2024 140 staff had completed this training
- Continued the use diversity specific recruitment platforms to promote our leadership roles
- Reviewed our Family Leave Policy, increasing the amount of paid leave for maternity, adoption and paternity leave
- Introduced a Fertility Leave Policy, providing paid time off for staff undergoing fertility treatment and staff whose partners are undergoing fertility treatment
- Regularly promoted the support and resources available for staff going through the menopause, including WithYou's monthly menopause cafe

During 25/26 we will update our equality, diversity and inclusion plans so that we continue to narrow the gender pay gap with actions including: diversity monitoring across the recruitment lifecycle, enhancing our development offer for managers to build their inclusive leadership skills and the launch of EDI staff network groups.

We will next report on the Gender Pay Gap in 2026 using data from April 2025.

I confirm that the published information in relation to the gender pay gap is accurate.



Grace Marguerie

Executive Director of People and Inclusion