

Gender Pay Gap Report 2017



Background

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Brook has been at the forefront of providing wellbeing and sexual health support for young people for over 50 years. Our services in local communities, our education programmes, our training for professionals and our campaigning work means that young people are better equipped to make positive and healthy lifestyle choices.

The data contained within this report represents all Brook employees in scope at the specified date of 28 March 2017.

Gender Pay gap reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of 5 April 2018.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

It is important to note the difference between the Gender Pay gap and Equal Pay. Equal Pay concerns the pay differences between men and women for doing the same or similar jobs or work of equal value. Gender pay is concerned with the gap between the average salaries of men and women in the organisation as a whole.

Difference in hourly rate

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

Women's mean hourly rate is 7.4% lower than men's

In other words when comparing mean hourly rates, women earn 92p for every £1 that men earn.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

Women's median hourly rate is 2.1% lower than men's

In other words when comparing median hourly rates, women earn 97p for every £1 than men earn.

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Proportion of women in each pay quartile

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Male	3.2%	9.6%	7.2%	5.6%
Female	96.8%	90.4%	92.8%	94.4%

Who received bonus pay?

0% of men received a bonus.

0.85% of women have received a bonus.

It is not possible to calculate the mean and median gender pay gap given that the mean and median men's bonus is 0 and only women received a bonus.

Work on closing the Gender Pay Gap

As part of our strategic aims (2017-20), we will continue to invest in the professional development of our people. This is evidenced in our policies and procedures and will continue to remain a priority for quality service delivery.

Recruitment and retention of professional people to deliver our services is key to our success, in this we are continually seeking to improve our recruitment and selection processes and career development opportunities.

We are striving to ensure that our people are able to attain a healthy balance between their home and working life. We have a number of flexible working initiatives, these include shared parental leave, term time working, part time working and we are soon to introduce purchasing additional annual leave and a sabbatical policy.

Ultimately our aim is to ensure that equality remains a core value of our work in supporting young people and driving forward the national agenda for sexual health and wellbeing.

Declaration

We confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and is accurate.

Helen Marshall

Chief Executive

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