

GENDER PAY GAP REPORTING - Brook Young People

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 professional 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 2018. This 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 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.

Average pay gap

Mean gender pay gap – hourly rate	8.7%
Median gender pay gap – hourly rate	-21.1%

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.

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).

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	8.5%	8.5%	1.4%	11.4%
Female	91.5%	91.5%	98.6%	88.6%

With women making up 92.5% of the total number of employees in scope, they are over represented in all the quartile, however in the upper quarter the proportion of men increases.

Bonus Pay

Mean gender pay gap in bonus pay	24.8%
Median gender pay gap in bonus pay	88.7%
Proportion of women who received a bonus	6.6%
Proportion of men who received a bonus	9.5%

A higher percentage of men received a bonus, compared to women.

Work on closing the Gender Pay Gap

As part of our continued commitment to equality in the workplace, our action plan reflect our strategic aims and priorities, this is evidenced through our policies, procedures and practices.

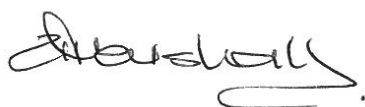
Developing our people to ensure they act as positive role models and implement practices in a consistent and appropriate manner.

Recruitment and retention of professional staff to deliver our services is key to our success, in this we are continually seeking to enhance our recruitment and selection processes and career development opportunities, offering an outstanding employee experience.

Continuously assessing our flexible working policies and practices to ensure that our staff are able to attain a healthy balance between their home and working life.

Declaration

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



Helen Marshall

Chief Executive

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