

## Gender Pay Gap Reporting 2019

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) have taken the decision to suspend enforcement of the gender pay gap deadlines for the 2019/20 reporting year. However, Brook believes that it is good practice to publish its data.

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 2019. 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	24.8%
Median gender pay gap – hourly rate	9.2%

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).

Brook has a strong presence of females at executive and leadership levels. However, the volume of women across the organisation (254 compared to 21 men) reduces the mean hourly rate.

### 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	4.3%	5.8%	5.8%	14.7%
Female	95.7%	94.2%	94.2%	85.3%

With women making up 92.4% of the total number of employees in scope, they are over-represented in all the quartiles. However, in the upper quarter the proportion of men increases.

### Bonus pay

Mean gender pay gap in bonus pay	-100%
Median gender pay gap in bonus pay	-100%
Proportion of women who received a bonus	2%
Proportion of men who received a bonus	0%

No bonus payments were made to men in the qualifying period.

### Work on closing the Gender Pay Gap

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

Over 90% of Brook's workforce is female with strong presence at senior levels. Developing our staff to ensure they act as positive role models and implement practices in a consistent and appropriate manner is a priority for the organisation. We have robust and equitable performance management and rewarding excellence schemes in place.

Brook recognises that recruitment and retention of professional staff to deliver our services is key to our success. In this, we have reviewed our policies on recruitment and selection to ensure equity and fairness. We continually seek to enhance our career development opportunities, offering an outstanding employee experience.

Our flexible working policy ensures that we continue to value and support requests from our staff to attain a healthy balance between their home and working lives, whilst ensuring business needs are met.

## 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.

A handwritten signature in black ink that reads 'H Marshall'.

Helen Marshall

**Chief Executive**

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