

## Gender Pay Gap Reporting 2022 – 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. Our numbers fall below the threshold for reporting. However, Brook believes that it is good practice to publish its data.

Brook is proud to be the UK's leading charity supporting, educating and empowering young people from diverse communities to make informed choices about their sexual health and wellbeing for nearly 60 years. Our mission is to equip young people for life's challenges. We know that being a young person can be tough, and through our innovative clinical services, digital support, tailored counselling and inspiring relationships and sex education, 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 2022. This involves carrying out six calculations that show the difference between the average earnings of males and females 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	27%
Median gender pay gap – hourly rate	24%

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 the female mean hourly wage and the male 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 the female median hourly wage (the middle paid female) and the male median hourly wage (the middle paid male).

Brook has a strong presence of females at executive and leadership levels. However, the numbers of women across the organisation (220 compared to 28 men) reduces the mean hourly rate.

### Proportion of females 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 females in each quartile gives an indication of female representation at different levels of the organisation.

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
<b>Male</b>	6.45%	12.9%	4.84%	20.97%
<b>Female</b>	93.55%	87.1%	95.16%	79.03%

## Bonus Pay

Mean gender pay gap in bonus pay	47%
Median gender pay gap in bonus pay	84%
Proportion of females who received a bonus	17%
Proportion of males who received a bonus	11%

The bonuses include long service awards made to employees.

## 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 practices.

Nearly 90% of Brook's workforce is female, with a 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, coaching opportunities and rewarding excellence schemes in place.

Brook recognises that recruitment and retention of professional staff to deliver our services is key to our success. We continue to review our policies and practices on recruitment and selection to ensure diversity, equity, inclusivity and fairness. We continually seek to enhance our career development opportunities, offering an outstanding employee experience.

Our hybrid working ensures that we continue to value and support requests from our staff to attain a healthy balance between their home and working lives, while 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.



Helen Marshall

**Chief Executive**

Published March 2023