

GENDER PAY GAP REPORTING 2024

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 is a national charity supporting people with their sexual health and wellbeing. We offer a range of services to support our mission of helping people to live healthier lives. The data contained within this report represents all Brook employees in scope at the specified date of 5 April 2024. 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 employees' data.

We use these results to assess:

- the levels of gender¹ 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	14%
Median gender pay gap – hourly rate	21%

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 continues to have a strong presence of females at executive and leadership levels. However, the numbers of females across the organisation (236 compared to 27 males) reduces the mean hourly rate.

PROPORTION OF FEMALE EMPLOYEES 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
Male	8%	9%	8%	17%
Female	92%	91%	92%	83%

¹ <https://www.brook.org.uk/about-brook/our-beliefs/#gender-terminology>

BONUS PAY*

Mean gender pay gap in bonus pay	40%
Median gender pay gap in bonus pay	0%
Proportion of male employees who received a bonus	48%
Proportion of female employees who received a bonus	53%

*This year's bonus data includes one-off payments made to 51% of Brook employees within the lower salary groups, to assist them with the cost of living financial pressure as winter approached.

WORK ON CLOSING THE GENDER PAY GAP

As part of our continued commitment to equality in the workplace, our Equality, Diversity and Inclusion action plan reflects our strategic aims and priorities; this is evidenced through our policies, procedures and practices. In 2024 we introduced a new EDI Lead role, responsible for monitoring and evaluating the delivery of our EDI Action Plan and actively championing and communicating our commitment to EDI across the organisation.

This year our mean gender pay gap has reduced from 26% to 14% and our median gender pay gap has reduced from 27% to 21%. Our mean gender pay gap in bonus pay has reduced from 54% to 40%.

90% of Brook's workforce is female, with a strong presence at senior levels. Developing our employees to ensure they act as positive role models and implement practices in a consistent and appropriate manner is a priority for the organisation, and this year we ran a new advanced leadership programme and continued our second emerging leaders programme, alongside our internal coaching and mentoring programmes. We have robust and equitable performance management and rewarding excellence schemes in place, which focus on competencies and Brook's values.

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, and run a guaranteed interview scheme as part of our commitment to be a disability confident employer.

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. Following a successful pilot we have rolled out the Four Day Week as a permanent benefit, enabling staff to maintain a healthy work/life balance.

DECLARATION

I confirm that our data reported is accurate.





Helen Marshall
Chief Executive

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