

Gender pay gap report 2022



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Introduction

As an organisation, we're committed to inclusion and fairness. This is central to our Shaping our Future Strategy, in which we commit to championing equity, diversity, and inclusion for the benefit of all.

Through our organisational values of innovation, compassion, accountability, respect and excellence, we have grown a culture of open conversation and inclusive practice.

In terms of our workforce profile, we know that our workforce has remained at around 80% female for a number of years and this is consistent across the different parts of the organisation.

Along with all organisations with 250 or more employees, we're legally required to report on gender pay gap data in, using employee pay data captured on 5 April each year.

Whilst gender pay gap reporting is an annual legal requirement, it also gives us the opportunity to look at the key trends and share our diversity and inclusion plans for the year ahead with our colleagues and other key stakeholders.

This report sets out our gender pay gap at 5 April 2022, alongside our commitment to engaging with our colleagues and delivering on our diversity and inclusion plans, to ensure we continue to support our colleagues throughout their careers.



Our organisation

Note: On 20 March 2023, we rebranded our organisation as Everyturn Mental Health. As this report reflects data from prior to our rebrand, we will use our names of Mental Health Concern and Insight IAPT from now on in this report.

Mental Health Concern is a registered charity and Insight Healthcare (trading as Insight IAPT) is a not for profit organisation, which is owned by Mental Health Concern. Our two operating arms share harmonised policies and procedures and our colleagues are recruited to the same terms and conditions of employment, regardless of the organisation they work for.

Overall, we employed 747 employees on 5 April 2022, of whom approximately 80% were female. 346 colleagues were employed by Mental Health Concern and 401 colleagues were employed by Insight Healthcare. Mental Health Concern incorporates our support services (for example IT, finance, and HR).



Definitions



The following key terms are used in this report:

Gender pay gap

The gender pay gap shows a high-level snapshot of pay, showing the difference in the average pay between male and female colleagues across the workforce. This should not be confused with unequal pay, which shows the pay differences between men and women who are doing the same job, or work of equal value.

Mean gender pay gap

The difference between the mean hourly rate of pay of male full-pay relevant employees, and that of female full-pay relevant employees.

Median gender pay gap

The difference between the median hourly rate of pay of male full-pay relevant employees, and that of female full-pay relevant employees.

Quartile pay band

The proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle, and upper quartile pay bands.

2022 Results

Mean and median

Whole organisation

The results for the whole organisation are shown below and compared to our 2021, 2020 and 2019 results.

Difference between men and women	2022 pay	2021 pay	2020 pay	2019 pay
Mean (average)	9.03%	10.96%	10.47%	10.77%
Median (mid point)	-0.3%	6.59%	7.58%	7.69%

The figures above show a positive trend in our gender pay gap.

Our mean gender pay gap has decreased by almost 2% in the last year.

Our median gender pay gap has significantly improved, with our median pay for women being higher than for men and the gap being -0.3%.

This puts us ahead of the national average, with the ONS reporting the gender pay gap in the UK 2022 to be 15%.



The 2022 results are broken down for Mental Health Concern and Insight Healthcare below.

Mental Health Concern

Difference between men and women	2022 pay	2021 pay	2020 pay
Mean (average)	13.6%	17.31%	18.9%
Median (mid point)	6.54%	6.57%	11.99%

Insight Healthcare

Difference between men and women	2022 pay	2021 pay	2020 pay
Mean (average)	7.44%	7.59%	8.26%
Median (mid point)	3.34%	6.6%	9.69%

Across both parts of the organisation, the mean gender pay gap has reduced - most significantly in Mental Health Concern, with a 3.63% reduction.

Our median gender pay gap has seen a reduction of over 5% in Mental Health Concern and 3% in Insight Healthcare. This is a positive step forward for the organisation.

Quartiles

The following shows the male and female distribution per pay quartile for the whole organisation.

Upper quartile male	25.1%
Upper quartile female	74.9%
Upper middle quartile male	14.4%
Upper middle quartile female	85.6%
Lower middle quartile male	23.5%
Lower middle quartile female	76.5%
Lower quartile male	17.2%
Lower quartile female	82.8%



The distribution of males and females within our pay quartiles has remained unchanged since our 2021 report. This is analysed further below for Mental Health Concern and Insight Healthcare, with comparison against 2021, 2020, and 2019 quartile distribution.

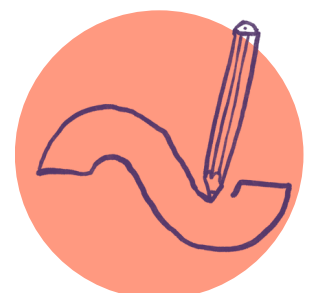
The breakdown for Mental Health Concern and Insight Healthcare quartiles:

MHC	Lower	Lower middle	Upper middle	Upper
2022 female	78%	81%	74%	63%
2021 female	75%	81%	78%	63%
2020 female	79%	79%	68%	61%
2019 female	77%	69%	76%	54%

The female / male split within Mental Health Concern is 75% female, 25% male.

Insight	Lower	Lower middle	Upper middle	Upper
2022 female	86%	86%	88%	80%
2021 female	89%	88%	85%	80%
2020 female	87%	90%	84%	79%
2019 female	93%	92%	91%	77%

An increase in the proportion of females in the Upper Middle Quartile can be seen in Insight Healthcare. This is broadly in line with the gender split, which is 85% female 15% male.



Observations from our gender pay reporting:

- Whilst a mean gender pay gap does exist at 9.03%, it has reduced by almost 2% in the last year and sits below the ONS reported national average for 2022 of 15%.
- Our median gender pay gap has reduced in all parts of the organisation, notably by 3.26% in Mental Health Concern, and to a -0.3% median pay gap across the organisation. This means that on a median pay gap basis, our female colleagues are paid a slightly higher hourly rate than our male colleagues.
- The results shows that while our workforce is predominantly female, the higher pay levels have a greater proportion of men than in the lower pay ranges. This year's figures show stability in the proportion of females in our upper pay quartiles.



Bonus payments

Due to national recruitment and retention challenges, Mental Health Concern operates a joining bonus scheme for all new nurses. In the reporting period there were five colleagues who received this payment, all of whom were female.

% females receiving a bonus across the organisation	0.76%
% males receiving a bonus across the organisation	0%

As no bonuses were paid to males, there is no bonus pay gap to report.

(Note – no bonus payments were paid within Insight Healthcare.)

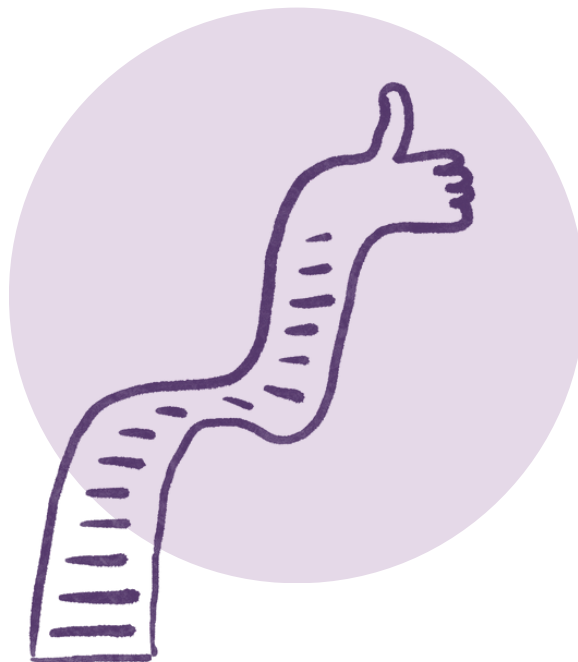
Reducing the pay gap

During 2022 we took the following action:

- We were open and transparent with our colleagues regarding our gender pay gap and encouraged our colleagues via our colleague forum and other communication channels to contribute ideas to reduce our gender pay gap.
- We commissioned a fully independent review of our EDI practices, which was conducted by EW Group. The outputs of this independent review have led to the formation of our 3-year strategic EDI plan, as endorsed by our Board.
- In response to the cost-of-living crisis, we paid the Real Living Wage to all eligible colleagues from May 2022. The impact of this will be seen in next year's report.
- We continued to engage closely with colleague network groups as part of our approach to equity, diversity, and inclusion, including an LGBTQ+ working group exploring gender issues, a BAME group, and a neurodiversity group.
- We continued to offer flexible and agile working to everyone, including home working and flexible working hours. 27% of roles recruited in the period were appointed on a part-time basis.



- We continued to share the stories of our colleagues and their career progression to raise awareness of and highlight the gender mix across all our roles. This included attendance at colleges and universities.
- We were listed as an official Great Place to Work for Women and continued to engage with our colleagues through engagement surveys on a bi-annual basis.
- We launched an internal apprenticeship programme to provide career opportunities for our colleagues.
- We launched a leadership programme that is open and accessible to both male and female colleagues together with funded leadership apprenticeship qualifications.
- We started to talk about personal pronouns and gave colleagues the option to include these on their email signature.



In 2023, it is our intention to:

- Review our current policies on flexible working and other policies relating to family and caring responsibilities, externally benchmarking with other organisations.
- Commission an external independent review of our approach to job evaluation, pay bands and pay progression with a view to launching a simplified pay structure in 2023/24 with a new approach to fair and transparent pay progression.
- Enhance our EDI learning offer through a series of 'In conversation with' events with our colleagues and a new learning management system.
- Fully review our Recruitment and Selection policy with a focus on inclusive recruitment and train our line managers accordingly.
- Develop positive action statements in job adverts to encourage applications of underrepresented groups (i.e. male colleagues) to support a more even distribution of gender in our workforce population. From this we will also develop more people stories showing our male workforce to encourage male applicants.
- Monitor diversity information through the recruitment stages using our new technology.
- Further explore gender through the development of a new organisational policy on Gender Identity. This will include information on how and why we use personal pronouns, explanation of terminology relating to gender identity and information for managers on colleagues on topics such as transitioning (and how as an employer we can support this). Our new ID badges will also include personal pronouns and our new HR and Payroll system will be able to store gender identity. We will work with our colleagues to develop our new policy and communicate and educate accordingly.

I can confirm that the information contained within this report is accurate as at the time of publication.

Sarah Dewar (she / her)
Chief People Officer

