Gender Pay Gap 2023 Report

Richmond Fellowship's vision is that everyone can achieve a life they value. Our mission is to work together as experts in the fields of mental health and domestic abuse with our strategic partners to develop and deliver services at a national, regional and local level.

Our values are that we are resilient, inclusive, collaborative and hopeful.

Our report

Gender pay reporting legislation requires employers with 250 employees or more to publish calculations every year showing how large the pay gap is between their male and female employees.

The gender pay report represents the simple average figure for all employees in the Richmond Fellowship's workforce, irrespective of role or grade. This is not to be confused with equal pay. The gender pay gap is a measure of the difference between men and women's average pay within an organisation.

- The mean average is calculated by adding up all the pay of staff and dividing it by the total number of staff.

- The median average is calculated by lining up all the pay of staff, smallest to largest and finding the middle pay.

The prescribed methodology does not take account of employee role, level, location, experience, or performance.

Organisational context

Richmond Fellowship operates within the adult health and social care sector, providing support to people around their mental health and domestic abuse. We provide a range of services including supported housing, crisis houses, employment services and CQC registered services. We employ approximately 900 people and have the support of around 120 volunteers. We actively encourage the appointment of employees and volunteers with lived experience.

Pay continues to be a major challenge and risk for the organisation given our sector, particularly due to on-going high inflation rates, funding and affordability challenges and increases in minimum wage levels. The result is challenges in relation to recruitment and retention, with voluntary turnover continuing to be in line with the sector average at approx. 30%.

This year was the final year of our 3-year bridging the gap plan which set the target of reaching the pay market median across all roles by the start of 2024-25, taking into account likely increases in the National Living Wage, the Real Living Wage, cost of living assumptions and meeting the market median benchmarks.

In this context measures have included

- Set out under the 3-year bridging the gap the organisation's aspiration to be a real living wage employer;

- Provided for one-off £650 cost living payments in September 2022 in advance of the autumn/winter period;
- We relaunched our "refer a friend" scheme with increased referral payment (rising from £250 to £500 per successful referral); and
- Implementing role specific hotspot payments.

Our data set

The data set was taken from our Workday system for Richmond Fellowship on 5th April 2023. A total of 869 staff were included in the data set, representing our total workforce on that day, which include employees and casual workers, with 618 individuals being female and 251 are male.

A full breakdown of definitions used for gender pay gap for hourly pay and bonus pay is provided at appendix 1.

Our analysis
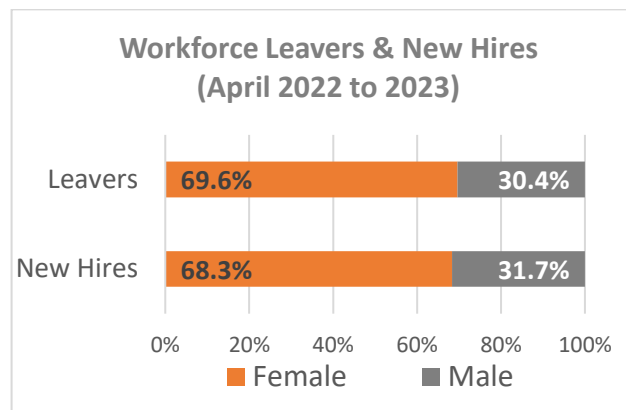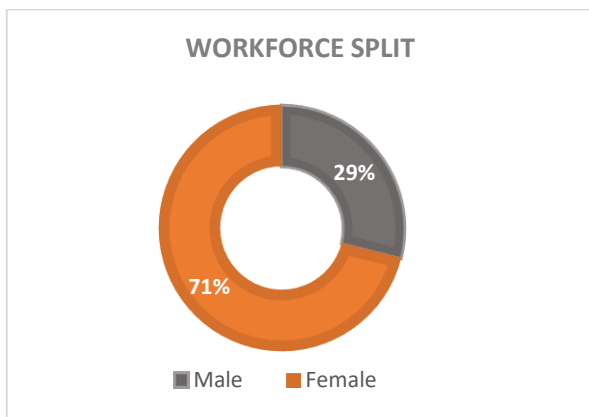
Our workforce continues to be predominately female orientated, which is not uncommon in our sectors, with the gender split of our new hires and leavers being broadly in line with workforce demographic profile.
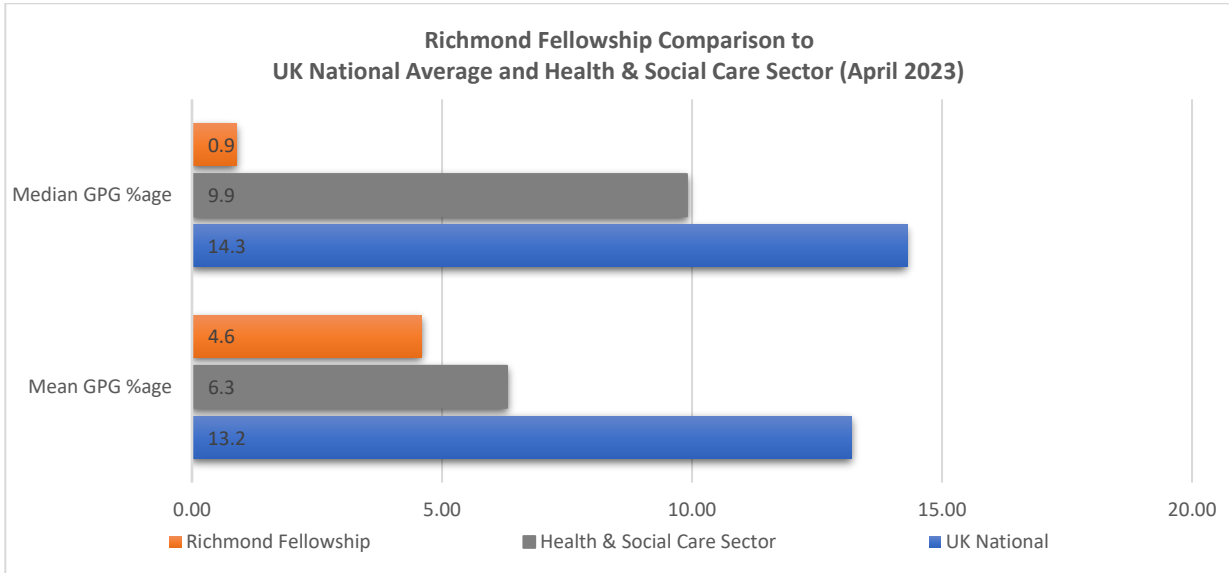
Gender Pay Gap for Hourly Pay

Quartile	Mean GPG	
	2022	2023
Upper	10.16%	12.29%
Upper Middle	0.03%	-1.30%
Lower Middle	0.30%	-0.22%
Lower	-0.23%	0.14%
Overall	**5.27%**	**4.60%**

Quartile	Median GPG	
	2022	2023
Upper	7.08%	3.97%
Upper Middle	0.00%	-2.38%
Lower Middle	0.23%	-0.66%
Lower	0.00%	0.00%
Overall	**4.59%**	**0.90%**

There has been a decrease in the overall mean GPG since 2022/2023 from 5.27% to 4.6%. This is due to more female employees earning additional shift allowance payments, such as on-call allowances, on the snapshot date than males.

There has been an increase in the mean Upper Quartile from 10.16% to 12.29%. This is primarily driven by the difference in hourly pay rates between the organisation's top male and top female earners. There were approximately 4.4% of voluntary leavers during the period April 2022 – April 2023 from the upper quartile, of which 61% were female.

Richmond Fellowship Comparison to UK National Average and Health & Social Care Sector (April 2023)

Richmond Fellowship mean and median GPG is lower than both the health and social care sector and UK national average[1].

Gender Pay Gap for Bonus Pay

Mean GPG for Bonus Pay				
	Number	Total	%age	Bonus Pay
Male	206	261	78.93%	£656.84
Female	521	644	80.90%	£648.76
Total	727	905	80.33%	£651.05
Gender Pay Gap for Bonus Pay				**1.23%**

Median GPG for Bonus Pay				
	Number	Total	%age	Bonus Pay
Male	206	261	78.93%	£650.00
Female	521	644	80.90%	£650.00
Total	727	905	80.33%	£650.00
Gender Pay Gap for Bonus Pay				**0.00%**

727 staff received a bonus in 2023, of which 71.66% of bonus recipients were female and 28.47% were male.
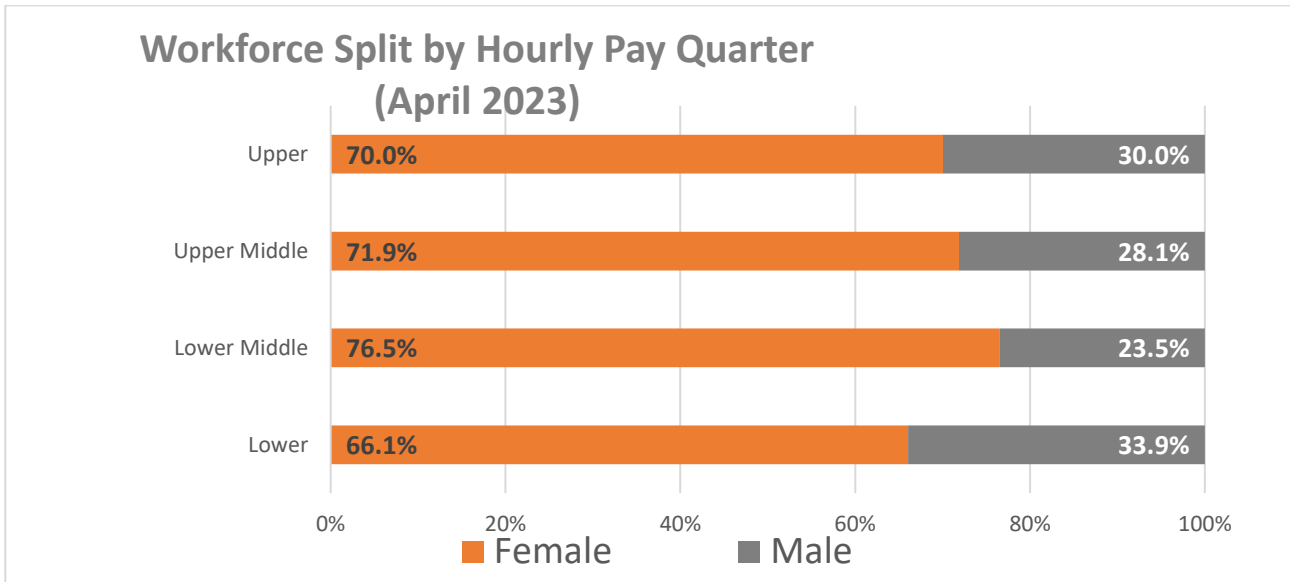
In 2023 the bonus payments that were made were as follows:

- £650 cost of living payment in September 2022 (97.26%);
- 'Golden Hello' payments to support recruitment (0.56%);
- 'Refer a Friend' scheme (1.11%); and
- Long Service Award (applicable from 10 years' complete service) (1.07%).

Pay Quartiles

The total workforce was divided into four pay group with approx. 217 individuals within each group, with the number of male and female staff calculated. The upper quartile includes the highest paid members of our workforce, and the lower quartile includes the lowest paid members of our workforce.

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[1] Figures for UK National Average and Health & Social Care Sector taken from the ONS 2023 Annual gender pay gap dataset (provisional edition).

Workforce Split by Hourly Pay Quarter (April 2023)

Pay Quarter	Female	Male
Upper	70.0%	30.0%
Upper Middle	71.9%	28.1%
Lower Middle	76.5%	23.5%
Lower	66.1%	33.9%

There has been approx. 1.9% reduction in females in the organisation between 2022 and 2023, however there has been a 4.2% reduction in males in the same period. The gender split of lower quartile shows a more positive picture when compared to our overall organisation gender split, i.e. there are more males in our lower quartile than females. 33.9% compared to our overall organisation of 29%.

Summary

Whilst our gender pay results are broadly positive, we will continue to develop and monitor actions around gender as part of our wider Equality and Diversity Strategic Plan. Much of this is embedded in our people management policies, practices, and training programmes. Our improving results are linked to a number of ongoing initiatives including the launch of our revised recruitment training programme (including unconscious bias), menopause training and awareness sessions that we introduced last year. We are also now fully embracing flexible working options through hybrid and homeworking arrangements following the pandemic. We continue to undertake an annual diversity monitoring report focusing on gender (as well as other protected characteristics), representation of our workforce at all grades and comparison against our service user profile and wider geographical demographics.

Appendix 1 – Definitions

	Gender Pay Gap for Hourly Pay
1	All employees who were earning their normal remuneration during April 2023 are included ("Full Pay Relevant Employees").
2	Normal remuneration is defined as salary and any supplementary payment which they received (e.g. Location Allowance, Hot Spot, Additional Responsibilities Allowance).
3	Casual workers who worked casual hours and/or worked any on call shift on the snapshot date, 5 April 2023, are included.
4	Extra Pay ("Sleep In", "Sold Leave", "Additional Hours" etc.) are excluded.
5	Employees who earned less than their normal remuneration during April 2022, for whatever reason, are excluded (e.g. leavers after the snapshot date, unpaid leave or deducted Sickness Absence).
6	Premium pay ("On Call" or "Unsocial Hours") earnings are included.
7	Any employee who availed of any salary sacrifice scheme (e.g. Childcare Vouchers or Cycle to Work) in April 2023 has had the appropriate deductions made as per Payroll data.
9	Any payments deemed bonuses received by colleagues in April 2023 have been included - these include Long Service Awards, Golden Hello payments, Retention, Additional One Time Payments and Refer a Friend bonuses.
15	We have calculated mean (average) and median (middle number) pay rates for male and female colleagues and for all colleagues in each quartile as well as overall.
16	All Gender Pay Gap (GPG) calculations are ((average male pay - average female pay) / average male pay) * 100

	Gender Pay Gap for Bonus Pay
1	All employees who were Employees during April 2023 are included (including "Full Pay Relevant Employees").
2	Casual workers who worked casual hours and/or worked any on call shift on the snapshot date, 5 April 2023, are included.
3	Any payments deemed as bonuses received by colleagues in the 12 Months prior to April 2023 have been included - these include Long Service Awards, Golden Hello payments, Retention, Additional One Time Payments and Refer a Friend bonuses.
4	We have calculated mean (average) and median (middle number) Total Bonuses for male and female colleagues and %ages of whether they have received a Bonus.
5	All Gender Pay Gap (GPG) calculations are ((average male pay - average female pay) / average male pay) * 100