

DECEMBER 2022



Gender Pay Gap Report

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Introduction

In this, our first year to report on the gender pay gap, Pieta has reported in line with the guidance from the Gender Pay Gap Information Act 2021. Our figures are illustrative of a workforce which is predominantly female (81%) and we are pleased to participate in this reporting which serves to facilitate conversations around the progress for women at work.

For Pieta, this forms part of the wider conversation around a more diverse workforce. We highlight in this report, some of the work which we have done to date and the areas which we look forward to advancing in the coming year.

During this time, we endeavour to build upon our successes to date and continue to invest in the development and progression of all our staff. We are committed to further advancements in our flexible working practices and facilitating a supportive and inclusive environment.

Background

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics including plans to address any gaps. The gender pay gap is the difference in the average hourly wage of males and females across a workforce.

Organisations with over 250 employees must report on their Gender Pay Gap for the first time in 2022, selecting a 'snapshot' date in the month of June. Pieta selected 26 June 2022 as the snapshot date. The number of staff at the snapshot date was 282. It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications or experience.

We are required to report across a range of metrics and two key measures are:

- Mean pay gap - calculated by adding all employees' pay together for each gender to derive an hourly rate of pay for that gender and dividing by the total number of employees.
- Median pay gap - calculated by finding the midpoint across all employees' hourly pay.

Results for Pieta

The results are set out below. The differences are expressed as a percentage of the employees of the male gender. So positive percentages indicate employees of the male gender are higher and negative percentages indicate employees of the female gender are higher.

Gender Pay Gap Data

Overall mean gender pay gap for <u>all</u> employees based on hourly pay	Overall median gender pay gap for all employees based on hourly pay
3.83%	-5.97%
Mean gender pay gap for <u>part-time</u> employees based on hourly pay	Median gender pay gap for part-time employees based on hourly pay
6.86%	5.50%
Mean gender pay gap for <u>temporary</u> employees based on hourly pay	Median gender pay gap for temporary employees based on hourly pay
-9.51%	-9.51%

Employee details organised into quartiles based on hourly remuneration of all male & female employees and calculate the proportions of male and female employees in each quartile.

	Percentages	
	Female	Male
Lower remuneration quartile	84%	16%
Lower middle remuneration quartile	63%	37%
Upper middle remuneration quartile	85%	15%
Upper remuneration quartile	75%	25%
	81%	19%

Each pay quartile represents a quarter, or 25%, of our fulltime workforce ranked by pay.

Commentary

- Pieta, operating in the area of healthcare, employs a predominantly female workforce. The largest cohort of staff is our Psychotherapist group which, as in the rest of the organisation is predominantly female. This is representative of the profession, with most qualified, accredited Psychotherapists being female. It is also representative of our sector as a whole.
- The findings relating to the mean rate of pay show a small differential even though male and female employees are treated in the same way. This is due to the high concentration of female employees at administrative level in the organisation.
- The median rate illustrates a gap in favour of female employees in the organisation, representing the large number of Psychotherapists employed at this level and the concentration of women employed in this role.

- A larger pay gap exists among part-time employees, but we note that this group incorporates our group of partly accredited Psychotherapists for whom there is a career path through to fully accredited roles which are paid on an incremental scale.

Our Current Commitments

Remuneration and Benefits

- At Pieta, we have developed salary ranges specific to each role and applied scales to our Clinical roles. There is a practice of transparency in our recruitment advertising.
- Salary benchmarking is conducted using sector-specific comparators and national pay survey information.
- The organisation provides paid maternity benefit.

Training, Learning and Development

- Diversity and Inclusion training is provided for all employees as part of the on-boarding process.
- Pieta's Employee Assistance Programme provides access to career support and coaching as part of its offering.
- Access to the organisation's bursary scheme providing further education support is available across the board to employees at all levels in the organisation. The organisation's investment in learning and development and focus on skill enhancement provides opportunity for career progression within the organisation and we hold a strong track record for internal promotion.
- Introducing coaching for individual members of the team has allowed them to focus on personal development needs.

Recruitment

- All positions are advertised internally in the organisation as well as externally, providing transparent opportunity for all staff members
- We have broadened the scope of our advertising by adding new recruitment channels outside our sector which will ensure access to a more diverse audience

Our Future Focus

Recruitment

- The organisation aims to employ a more balanced gender group at administrative level roles.
- Recruitment and selection training offered to hiring managers will include specific reference to providing gender equality throughout the hiring process.

Working Arrangements

- Pieta will introduce further flexible working arrangements to foster the balance between home and working life.

Supporting Systems

- Pieta will seek to include enhanced monitoring and reporting of matters relating to diversity as part of its HR system to more easily track progress in this regard.

Training, Learning and Development

- We will continue to broaden the range of development opportunities at Pieta to facilitate career and personal development
- Management training will incorporate a greater diversity, equality and inclusion focus.