

Gender Pay Gap Report 2023



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1.0 Introduction

In alignment with our requirements and responsibilities under the Gender Pay Gap Information Act 2021, Pieta are pleased to present our second report in line with the guidance set out in the legislation. Our figures continue to reflect a predominantly female workforce whereby 82% of our team are female.

Diversity within our workforce remains a key strategic focus for Pieta as we continue to enhance our culture of Equality, Diversity and Inclusion. We understand that this is an area which requires continuous review, and we are committed to adapting as the EDI landscape evolves. We strive to offer career pathways and specialisms where our people are supported to develop and progress in an environment of fairness and equity.

2.0 Background

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

Since 2022, organisations with an employee headcount of over 250 are required to report on their gender pay gap. This is facilitated by selecting a snapshot date in the month of June. Pieta selected June 30 as the snapshot date. The number of staff in employment at that date was 311. It compares the pay of all working men and women, not just those in similar jobs, with similar working patterns 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.

3.0 Results for Pieta 2023

The findings are set out in the below table. The differences are expressed as a percentage of the employees of the male gender. Positive percentages indicate employees of the male gender are higher and negative percentages indicate employees of the male gender are lower.

4.0 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
3.08%	-3.02%

Mean gender pay gap for part-time employees based on hourly pay	Median gender pay gap for part-time employees based on hourly pay
5.41%	-2.96%

Mean gender pay gap for <u>temporary</u> employees based on hourly pay	Median gender pay gap for temporary employees based on hourly pay
N/A*	N/A*

*As of the snapshot date, all temporary employees in Pieta were female, no males.

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

	Percentages	
	Female	Male
Lower remuneration quartile	78%	22%
Lower middle remuneration quartile	67%	33%
Upper middle remuneration quartile	83%	17%
Upper remuneration quartile	71%	29%
Employee breakdown	82%	18%

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

5.0 Commentary

- Pieta operates within the area of healthcare and specifically the provision of Therapy services to those at risk of suicide, self-harm or who have been bereaved by suicide. The charity sector tends to have a higher representation of female employees, and this is also true for Pieta. The organisation consists of a predominantly female staff base with the largest cohort being our team of Psychotherapists. This is representative of the profession with most qualified, accredited psychotherapists being female.
- 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 again represents the fact that a larger number of administrative employees and psychotherapists employed on a part time basis are female.

6.0 Our Current Commitments

Remuneration and Benefits

- We continue to deliver upon our practice of transparency in our recruitment advertising.
- Our salary ranges are regularly benchmarked with sector specific comparators and national pay survey information.
- Pieta continues to offer paid maternity benefit.

Training, Learning & Development

- We continue to provide Diversity and Inclusion training for all employees as part of our on-boarding process.
- Pieta's Employee Assistance Programme provides access to career support and coaching as part of its offering.
- Our bursary scheme, which provides financial support to those engaging in further education, is accessible to all employees at all levels in the organisation. Pieta continues to invest in learning, development and skill enhancement thus providing opportunity for career progression within the organisation. We are proud to continue to hold a strong track record for internal promotion.

- Our team continues to benefit from individual coaching which enables a focus on personal development.
- Our Management training continues to incorporate a focus on Diversity, Equality and Inclusion.

Recruitment

- All positions are advertised internally and externally, this continues to support a transparent recruitment process and opportunity for all employees.
- We utilize recruitment channels beyond the sector to widen our talent pool and improve access to a more diverse talent pipeline.
- Pieta aim to employ a more balanced gender group at administrative level.
- We offer recruitment and selection training to our hiring managers which provides specific reference to providing gender equality throughout the hiring process.

Working Arrangements

- We are reviewing opportunities to further enhance our flexible working arrangements to improve work life balance for our team.