

Gender Pay Gap 2024 Report



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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. We also recognise people of non binary genders but we are unable yet report on this for our workforce.

The gender pay report represents the simple average figure for all employees in 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.

Richmond Fellowship merged with Humankind on 1st June 2024. A new organisation, Waythrough was formed on 1st October 2024. Our Gender Pay Gap for April 2025 will be reported as one organisation. In the future we will be able to report combined data when we are all using the new Workday tenant, however we may have to manually combine data initially until this time.

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, particularly as we are committed to being a Real Living Wage employer. Whilst we have had challenges in relation to recruitment and retention, voluntary turnover has been steadily falling from the approximate 30% reported previously to 26.30% at the end of Q1 2024-25.

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, we reached our target of reaching the pay market median across all roles. This was part of our 3-year Bridging the Gap plan.

In addition, we provided for a one-off £500 cost living payment in March 2024.

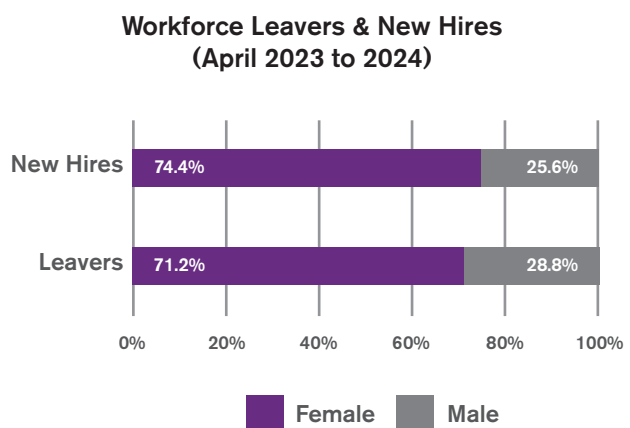
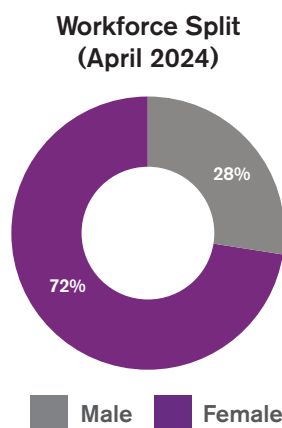


Our data set

The data set was taken from our Workday system for Richmond Fellowship on 5th April 2024. 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 (GPG) for Hourly Pay

Mean GPG	
Quartile	Result
Upper	8.77%
Upper Middle	0.15%
Lower Middle	0.51%
Lower	0.48%
Overall	3.14%

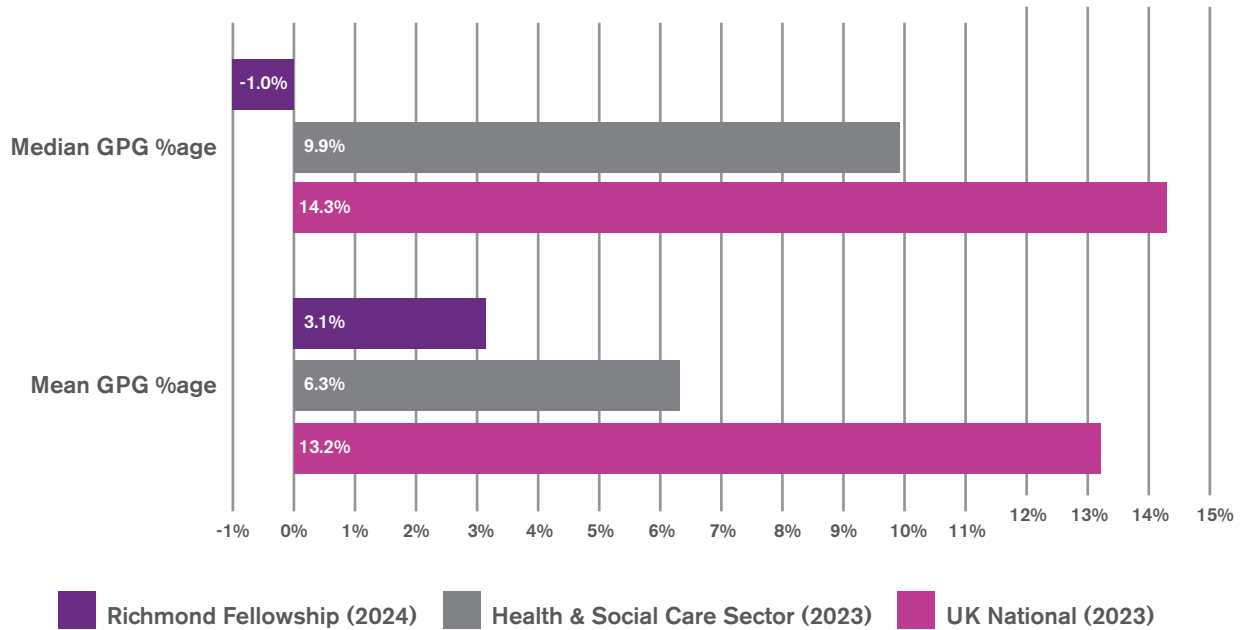
Median GPG	
Quartile	Result
Upper	-0.97%
Upper Middle	-0.89%
Lower Middle	0.40%
Lower	0.00%
Overall	-0.97%



There has been a decrease in the overall mean GPG since 2023/2024 from 4.6% to 3.14%. 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 a decrease in the mean Upper Quartile from 12.29% to -0.97%. This is primarily driven by a restructure, with the male CEO for Richmond Fellowship leaving in January 2024 and an appointment of our female interim CEO who is now Executive Director of Finance.

Richmond Fellowship Comparison to UK National Average and Health & Social Care Sector (April 2024)



Richmond Fellowship mean and median GPG is lower than both the health and social care sector and UK national average[1]. This is an extremely positive situation and is an indicator of how we value all our staff equally.



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

Gender Pay Gap for Bonus Pay

Mean GPG for Bonus Pay				
	Number	Total	%age	Bonus Pay
Male	252	267	94.38%	£489.58
Female	662	700	94.57%	£461.73
Total	914	967	94.52%	£469.41
Gender Pay Gap for Bonus Pay				5.69%

Median GPG for Bonus Pay				
	Number	Total	%age	Bonus Pay
Male	252	267	94.38%	£500.00
Female	662	700	94.57%	£500.00
Total	914	967	94.52%	£500.00
Gender Pay Gap for Bonus Pay				0.00%

914 staff received a bonus in 2023/24, of which 72.43% of bonus recipients were female and 27.57% were male, which is in line with the workforce gender split.

In 2024 the bonus payments that were made were as follows:

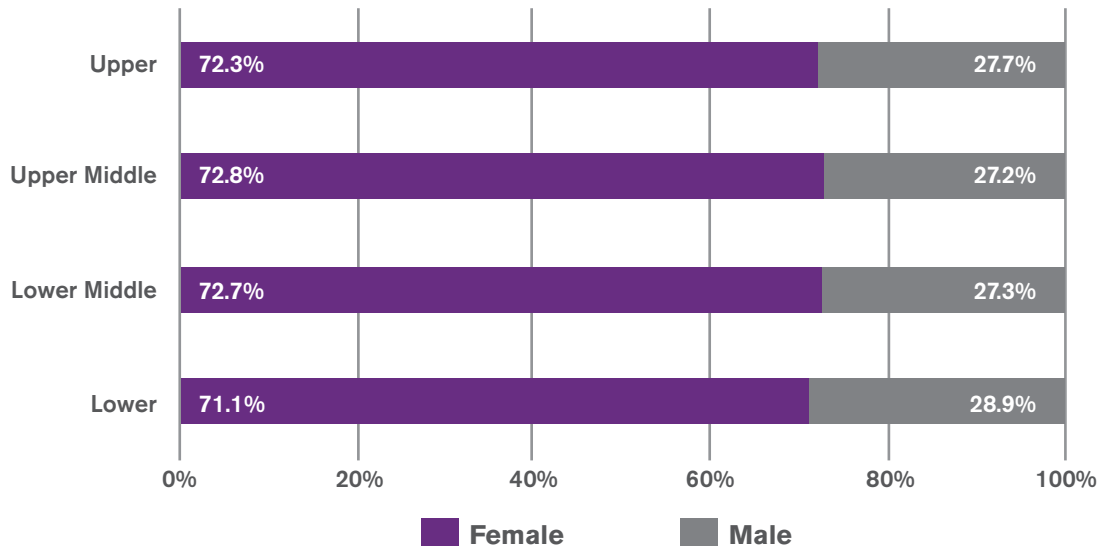
- › £500 cost of living payment in March 2024
- › 'Golden Hello' payments to support retention (0.57%)
- › 'Refer a Friend' scheme to support recruitment (0.57%)
- › Long Service Award (applicable from 10 years' complete service) (5.5%)



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.

Workforce Split by Hourly Pay Quarter (April 2024)



The table above shows that there has been an increase in the percentage of female employees in three of the four quartiles, with only the Lower Middle reporting a decrease. There has therefore been the converse increase and decreases in the same quartiles for the population of male staff.

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. We continue to undertake an annual diversity monitoring report focusing on gender (as well as other protected characteristics which we regularly encourage our workforce to complete within Workday), representation of our workforce at all grades and comparison against our service user profile and wider geographical demographics.

This will be the last report for Richmond Fellowship, future reporting will be part of the new organisation Waythrough.

Paul Townsley
Chief Executive Officer