

Gender pay gap report

2025/26

withyou

wearewithyou.org.uk

WithYou Gender Pay Gap Report 2025/26

Snapshot – 5 April 2025

What is the Gender Pay Gap?

The Gender Pay Gap shows the difference between the average (mean or median) earnings of men and women across all roles at an organisation.

As of April 2017, all companies with 250 or more employees are now required to publish their Gender Pay Gap under government legislation.

Charities have to report on the pay gap using data taken on 5th April each year. The report must then be provided by the 4th April the following year.

How do we measure the Gender Pay Gap?

Employers have to publish the gap in pay between women and men in the following ways:

- On a mean basis (average hourly salary)
- On a median basis (pay per hour based on the person 'in the middle' of the distribution of pay)
- By pay quartile (grouping staff into four groups based on pay, and showing the proportion of men and women in each group)
- Bonuses (percentages of staff receiving bonuses by gender and the gender gap on them)

The difference between the Gender Pay Gap and equal pay (ACAS)

The Gender Pay Gap differs from equal pay.

Equal pay deals with the pay differences between women and men who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The Gender Pay Gap shows the differences in the average pay between women and men.

The Gender Pay Gap at WithYou

WithYou's overall gender pay gap on 5 April 2025 by mean average was 1.1% in favour of men and by median average 0.0% neither in favour of women or men.

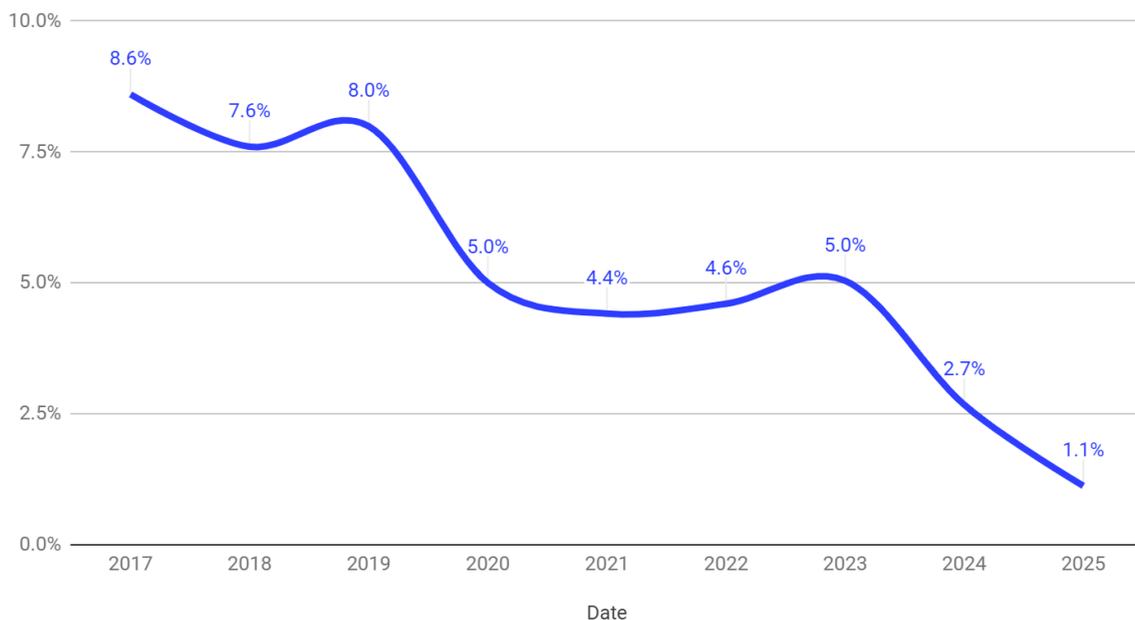
This represents the difference between the average salaries of women and men across our total workforce.

WithYou 2025

Mean average pay gap **1.1%** | Median average pay gap **0.0%** |

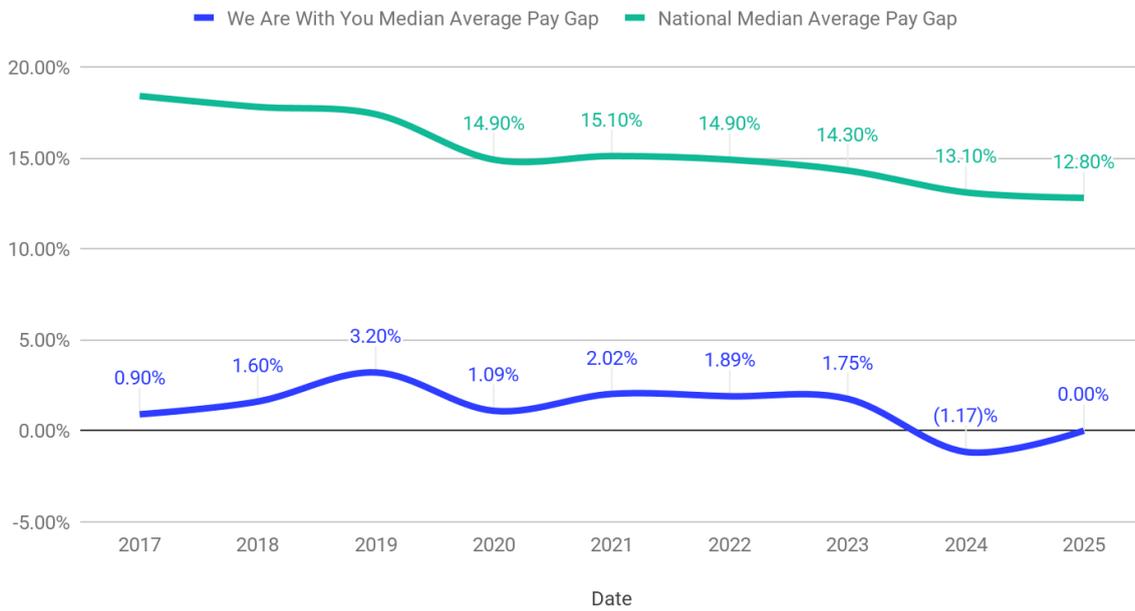
The Mean Average Pay Gap at WithYou

WithYou Mean Average Gender Pay Gap



The Median Average Pay Gap at WithYou

WithYou Median Average Gender Pay Gap



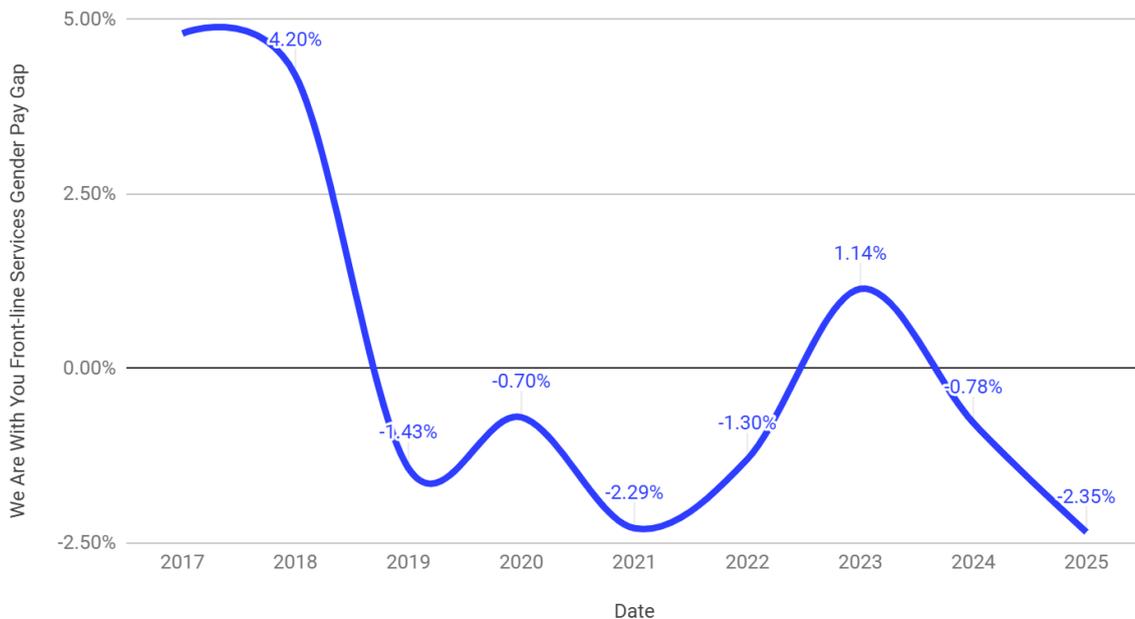
* Comparison source:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2025>

What does the data tell us?

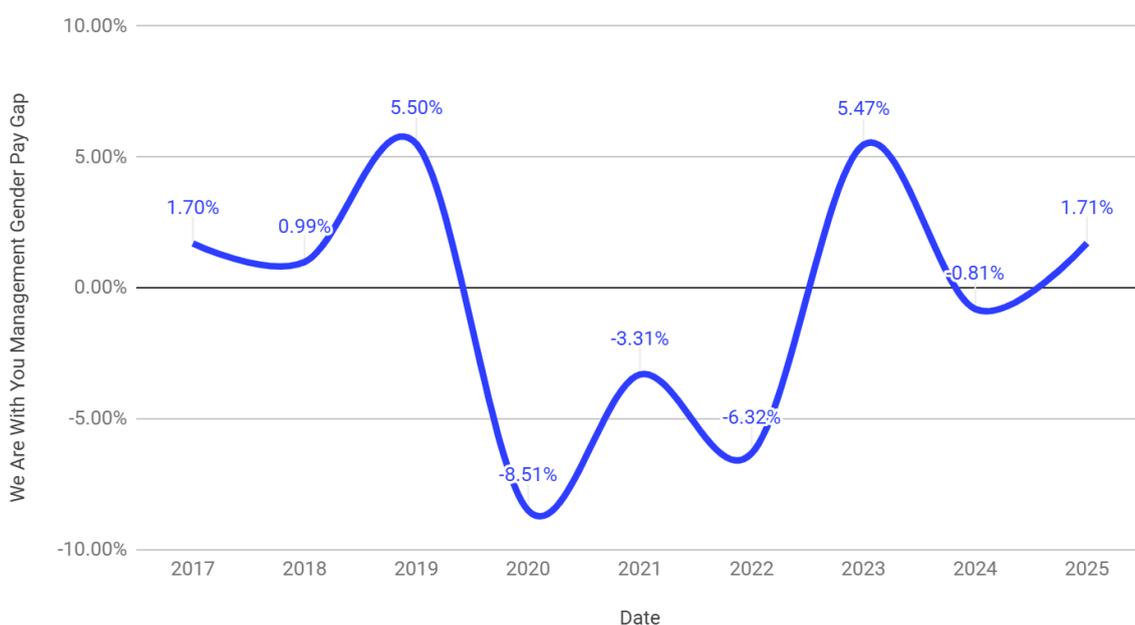
At WithYou, the majority of our people work in frontline services. The gender pay gap for frontline roles is -2.4% in favour of women.

WithYou Front-line Services Gender Pay Gap



The gender pay gap for management roles is 1.7% in favour of men.

WithYou Management Gender Pay Gap



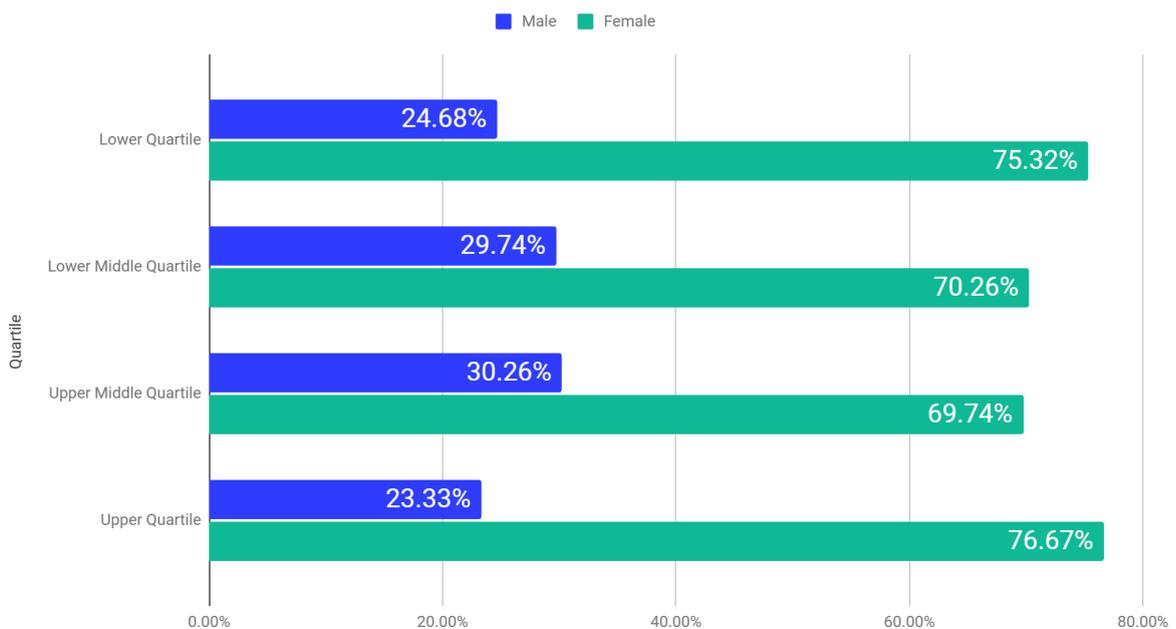
66.6% of WithYou’s Executive team are women with a gender pay gap of 30% in favour of men.

Pay quartiles

On 5 April 2025 we employed 1138 women and 421 men making WithYou a 72.9% female organisation overall.

How many men and women are in each quarter of the WithYou’s payroll	2025		2024	
	Men	Women	Men	Women
Upper quartile	23.33%	76.67%	24.81%	75.19%
Upper middle quartile	30.26%	69.74%	27.98%	72.02%
Lower middle quartile	29.74%	70.26%	29.72%	70.28%
Lower quartile	24.68%	75.32%	26.42%	73.58%

2025 Pay Quartiles



Bonus payments

No bonuses were paid to employees during the reporting cycle for 25/26.

Conclusion and next steps

The data shows that WithYou's mean gender pay gap has decreased by 1.6% percentage points and the median gender pay gap has become neutral since 05 April 2024. Whilst we recognise that the data shows that the gender pay gap at WithYou continues to be smaller than average for the UK and that our median pay gap is neutral, meaning men and women's media average earnings are the same, we know that more must be done to reduce the mean gap and maintain the median.

We are committed to narrowing the gender pay gap and during the financial year 25/26, in line with our wider equality, diversity and inclusion commitments, we carried out the following actions:

- Implemented an incremental pay framework for frontline roles that is underpinned by a commitment to equity and transparency. Frontline roles make up 55% of WithYou's employees and 69% of these roles are held by women.
- Developed an *Inclusive Recruitment* e-learning module for staff with recruitment responsibility to upskill around how to ensure that inclusion and equality are prioritised through the different stages of recruitment
- Regularly promoted the support and resources available for staff going through the menopause, including WithYou's monthly menopause cafe
 - 36% of managers have completed the WithYou's *Supporting people through menopause* e-learning module

During 26/27 we will continue to take actions to narrow the gender pay gap, including: diversity monitoring across the recruitment lifecycle, enhancing our development offer for managers to build their inclusive leadership skills and creating peer support spaces for parents returning from family leave.

We will next report on the Gender Pay Gap in 2027 using data from April 2026.

I confirm that the published information in relation to the gender pay gap is accurate.



Grace Marguerie

Executive Director of People, Inclusion and Organisational Development