

GENDER PAY REPORT

TURNING
POINT



Turning Point is a leading social enterprise, designing and delivering health and social care services in over 280 locations across England. We work with people who need our support in the fields of substance use, mental health, learning disability, autism, acquired brain injury, sexual health, homelessness and healthy lifestyles. We aim to support people to improve their health and wellbeing and bring about positive change in their lives.

We believe in authentic and honest communication, and as such we are happy to publish information about gender pay differences within our organisation, in line with government requirements.

The gender pay gap is a measure of the difference between average earnings of women compared to average earnings of men, regardless of roles.

This is different from 'Equal Pay', which is an organisation's legal obligation to ensure that women and men are paid the same for doing the same or equivalent roles.

GENDER PAY GAP

The gender pay gap is measured through a mean and median percentage. The mean pay gap is the percentage difference between the average hourly earnings of men and women. The median is the percentage difference in hourly earnings of the 'middle' man and 'middle' woman, identified by ordering earnings for both from highest to lowest.

This report provides a snapshot of pay data as of 5 April 2024.

Mean gender pay gap	9.78% (women lower)
Median gender pay gap	2.51% (women lower)

BONUSES

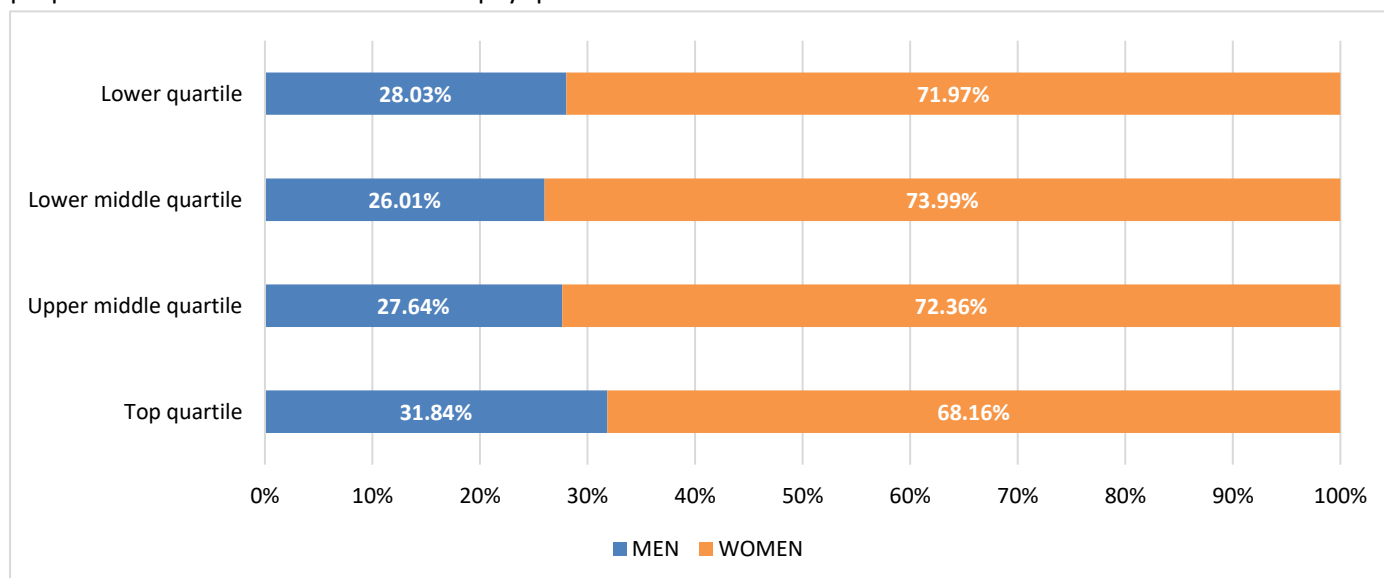
In line with the regulations, we report our gender bonus gap and the percentages of women and men receiving bonuses, these also include Long Service Awards with a monetary value and awards made as part of the Refer a Friend scheme.

The gender bonus gap takes the middle and average bonus payments for women and men during the last 12-month period to 5 April 2024. The percentage difference between these is the median and mean bonus gap.

Mean bonus gender pay gap	-13.75%
Median bonus gender pay gap	-27.71%
Proportion of male employees who received a bonus	12.21%
Proportion of female employees who received a bonus	12.24%

PAY QUANTILES BY GENDER

The pay quartiles data illustrates the spread of women and men earners across the organisation, reporting the proportion of women and men in each pay quartile.



OUR STATEMENT

Our gender pay gap report indicates a mean gender pay gap of 9.78%, this has decreased by 3.45% from the same period last year. In addition, our median gender pay gap stands at 2.51%, a decrease of 1.36%, reflecting an improvement from last year. The ONS states the median pay gap for all employees was 13.1% less for women than for men in April 2024. Turning Points figure remains lower than the overall pay gap in the UK. This positive result demonstrates the improvements our focused efforts have yielded to bridge the gender pay gap. However, we recognise that there is still work to be done. We will continue to implement and refine strategies aimed at reducing the gender pay gap, ensuring fair representation across all levels of our organisation, and supporting the professional growth of all our employees.

Analysis of our pay quartiles shows that the percentage of women in the upper quartile, has increased which is a positive indicator and is likely reflected in the improvement in our median gap. However, the gap is still impacted by the overall gender split in the organisation, with women still overrepresented in our lower pay quartiles. Our frontline roles, which are typically lower paid, are more representative of our overall gender split, whereas we have a more even distribution of men and women in our most senior roles. Although it is important to have a leadership team which is equally proportioned, when calculating a gender pay gap the difference between % of women in leadership roles vs the % of women in frontline roles can make a significant difference.

The reduction in the pay gap suggests that the work achieved over the last year is having a positive impact on the workforce. Initial analysis has highlighted trends similar to those in the previous year; when looking at our Frontline roles there is little to no pay gap, whereas there is a greater gap evident in our more senior management and specialist roles, as well as our clinical roles within Substance Use. This is not a quick fix, as occupational segregation is linked to longer term sector-wide issues – however our awareness of this remains important as does our continued focus to work towards improving this. We will continue to promote gender diversity and equality across all roles, including leadership roles, whilst seeking to ensure equal access to opportunities for all and that roles offered provide flexible working in line with role, organisation and individual requirements.

We will continue to use data analysis to inform our action plan to help further reduce our gender pay gap.

Our gender bonus gap (mean and median) was positive in favour of women in 2024 reporting year. Turning Point does not have a structured bonus scheme in place, and therefore the bonuses vary in both frequency and value. The majority of bonuses, include Long Service Awards and Refer-a-Friend incentives. This outcome directly reflects the fact that women make up the majority of our workforce. We are pleased to see that our employees are being recognised and rewarded for their contributions and loyalty.

Moving forward, we will continue to support and celebrate the achievements of all our employees, while continuing to strive to create a balanced and equitable workplace, with reducing our gender pay gap a key focus.

DECLARATION

This data has been collected and presented within this report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Julie Bass, Chief Executive - Date of signing: