

GENDER PAY REPORT

TURNING
POINT



Turning Point is a leading social enterprise, providing health and social care services in over 300 locations across England. We work with people who need our support with their drug and alcohol use, mental health, offending behaviour, unemployment issues and people with a learning disability. We aim to inspire and empower them to discover new possibilities 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 2022.

Mean gender pay gap	16.6% (women lower)
Median gender pay gap	8.0% (women lower)

BONUSES

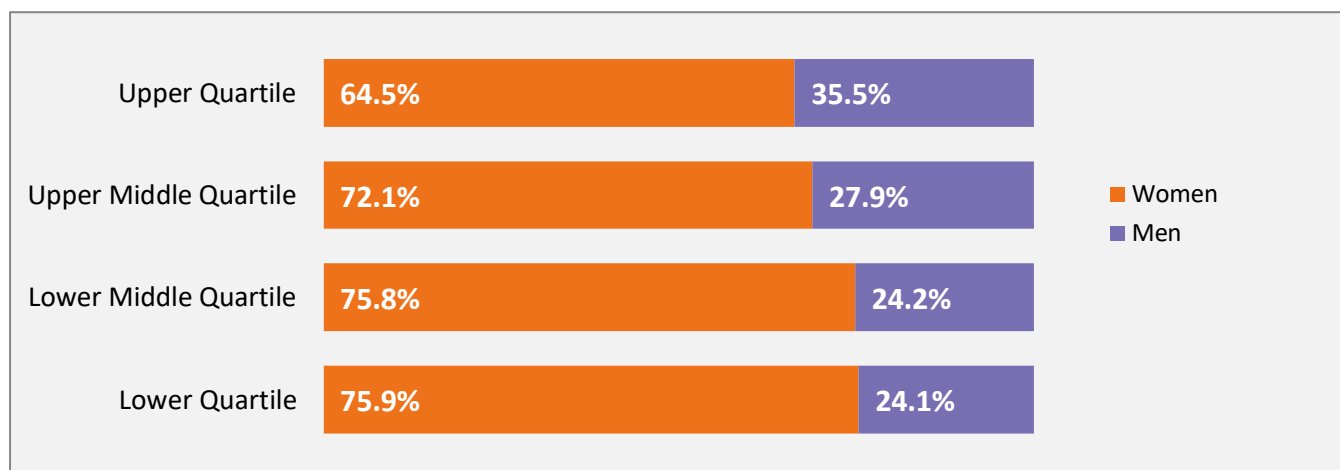
In line with the regulations, we report our gender bonus gap and the percentages of women and men receiving bonuses, these also include Long Service Awards with a monetary value and awards made as part of the Refer a Friend scheme.

The gender bonus gap takes the middle and average bonus payments for women and men during the last 12-month period to 5 April 2022. The percentage difference between these is the median and mean bonus gap.

Mean bonus gender pay gap	8.6% (women lower)
Median bonus gender pay gap	9.3% (women lower)
Proportion of male employees who received a bonus	33.0%
Proportion of female employees who received a bonus	39.5%

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

During the past year the health and social care landscape has still been dominated by the Covid-19 Pandemic, with significant issues in the sector around Recruitment & Attraction, which has been supported with government initiatives such as Workplace Recruitment & Retention Funding. Turning Point has continued to provide services throughout the pandemic, adapting to government guidance to the health and care sector that has constantly evolved. We continue to be proud of the work that our colleagues have done to maintain services for the people we support.

We are pleased to see that our median gender pay gap has further reduced and is now 3.8% lower than in 2020, indicating that our gender pay gap is improving. However, contrastingly our mean gender pay gap has increased, showing that there is further work to be done. Data published by the ONS shows that Turning Point's figures remain lower than the overall pay gap in the UK, reported as a 14.9% median for 2022.

The reduction in the median gap suggests that the work achieved over the last year is having a positive impact on the workforce, whilst the widened mean gap indicates it is now the outliers where the main challenges are concentrated. We have carried out a detailed analysis of our gender pay gap to understand the possible drivers and help us to form an action plan to target these in our ambition to reduce the gap. This 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. We first made this initial link in 2020 and acknowledged that this would not be a quick fix, as it is linked to longer term sector-wide issues – however our awareness of this remains important.

Analysis of our pay quartiles shows that the percentage of women in the upper quartiles, particularly the upper middle 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 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.

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

Our gender bonus gap was positive in favour of men in the 2022 reporting year; however, this fluctuates significantly from year to year as Turning Point does not have a structured bonus scheme in place, and therefore the bonuses vary in both frequency and value. In past years, the bonuses awarded have been for Long Service Award schemes and the Refer a Friend scheme, whereas the 2022 reporting year also included bonuses awarded under the governments 'Workforce Recruitment & Retention' (WRRF) scheme. This included bonuses to attract and retain colleagues over the difficult winter staffing period between December 2021 and March 2022, the terms of which were largely determined by the Local Authorities who funded these. It is therefore difficult to draw any meaningful conclusions from the analysis of the bonus data this year.

Turning Point remains committed to the equality of opportunity and inclusion and reducing our gender pay gap remains a key focus. We have been working on a number of initiatives since the 2022 snapshot data, some examples include:

- ✓ We have launched our career pathways with incremental pay scales across our Substance Use business area, benchmarked against the market. This includes our Clinical Roles such as Psychologists and Nursing, meaning consistency in pay decisions.
- ✓ We have launched a Menopause Network Group as part of our ongoing commitment to actively support and inform our colleagues affected by the menopause, and *break the bias* to talk openly, positively, and respectfully.
- ✓ We have continued to use a wide variety of data sources for benchmarking our roles to be robust and consistent across our organisation, to ensure that both our pay and benefits are competitive within the market.
- ✓ Our Hybrid working approach, is enabling greater flexibility and opportunity for our workforce.
- ✓ We continue to build on our suite of leadership development courses to develop leaders across the entire organisation.
- ✓ We are building a relationship with Inclusive Employers to support our work around Equality / Diversity & Inclusion including Leadership Training, enhancement of our Network groups and an Audit across all our people processes to ensure they are more flexible and inclusive.

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: 4th April 2023