



Gender Pay Gap Report

March 2018

Our gender pay gap report covers both Mind and Mind retail. We employ almost 300 people in our Mind offices and around 400 people to help run over 150 Mind shops (Mind retail) across England and Wales.

Mind

Mean gender pay gap: 8.9%

Median gender pay gap: 4.0%

Mean bonus gender pay gap: 0.0%

Median bonus gender pay gap: 0.0%

Proportion of males and females receiving a bonus payment: 0

Proportion of males and females in each pay quartile:

1. All employees whose standard hourly rate places them at or below the lower quartile
Males: 23.0% (17)
Females: 77.0% (57)
2. Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Males: 21.6% (16)
Females: 78.4% (58)
3. Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Males: 31.1% (23)
Females: 68.9% (51)
4. Includes all employees whose standard hourly rate places them above the upper quartile
Males: 34.7% (26)
Females: 65.3% (49)

Mind retail

Mean gender pay gap: 14.4%

Median gender pay gap: 0.0%

Mean bonus gender pay gap: 0.0%

Median bonus gender pay gap: 0.0%

Proportion of males and females receiving a bonus payment: 0

Proportion of males and females in each pay quartile:

1. All employees whose standard hourly rate places them at or below the lower quartile
Males: 29.4% (30)
Females: 70.6% (72)
2. Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Males: 15.7% (16)
Females: 84.3% (86)
3. Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Males: 13.7% (14)
Females: 86.3% (88)
4. Includes all employees whose standard hourly rate places them above the upper quartile
Males: 18.4% (19)
Females: 81.6% (84)

About our gender pay gap report

All organisations with more than 250 staff report their gender pay gaps to the Equalities Commission.

Publishing our gender pay gap for the first time we recognise that we have work to do. We have started working on a plan of action to decrease this gap.

Our results are below average for charities and companies of a similar size and turnover although they differ at Mind and Mind retail. Whilst our leadership team is made up of three men and five women, both the mean and the median gaps are due to a higher percentage of women occupying roles at the lower end of our pay scale.

Paul Ward

Chief Operating Officer