



Mind gender pay gap report

March 2019

Our gender pay gap report covers both Mind and Mind retail. At the time of reporting we employ 342 people in our Mind offices and 442 people to help run over 150 Mind shops (Mind retail) across England and Wales.

Mind

1. The mean gender pay gap is 8.6%
2. The median gender pay gap is 7.4%
3. The mean gender bonus gap is --%
4. The median gender bonus gap is --%
5. The percentage of:
 - male employees receiving a bonus is 0.0%
 - female employees receiving a bonus is 0.0%
6. The percentage of males and females in each pay quartile band is:

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them at or below the lower quartile	25.0%	75.0%
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	24.7%	75.3%
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	27.2%	72.8%
D	Includes all employees whose standard hourly rate places them above the upper quartile	39.5%	60.5%

Mind Retail

1. The mean gender pay gap is 9.5%
2. The median gender pay gap is 0.0%
3. The mean gender bonus gap is --%
4. The median gender bonus gap is --%
5. The percentage of:
 - male employees receiving a bonus is 0.0%
 - female employees receiving a bonus is 0.0%
6. The percentage of males and females in each pay quartile band is:

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them at or below the lower quartile	17.3%	82.7%
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	18.9%	81.1%
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	18.2%	81.8%
D	Includes all employees whose standard hourly rate places them above the upper quartile	17.1%	82.9%

Although our mean result compares favourably with the voluntary sector average of 12 per cent, there has been a disappointing increase to the median gender pay gap. While Mind's workforce is made up of approximately 70 per cent female staff, many of these staff work within middle tiers of the organisation. However our executive team is 57 per cent female (4 members out of 7).

Mind is working hard to achieve equitable pay and to reach all sections of the community through its recruitment campaigns. We will continue to develop our recruitment procedures by promoting innovative selection techniques including activity-based recruitment ideas, the use of social media (particularly LinkedIn) and advanced equality and inclusion training focused on the recruitment process.

We are confident that together these tools will help us to source, recruit and retain a more diverse and representative workforce.

James Glover

Head of Human Resources and Organisational Development, Mind