

Gender pay gap statement

All UK employers with more than 250 employees are required to publish their gender pay gap information.

Employers are required to publish the following figures:

- Percentage of men and women in each hourly pay quarter
- Mean (average) gender pay gap for hourly pay
- Median gender pay gap for hourly pay
- Percentage of men and women receiving bonus pay
- Mean (average) gender pay gap for bonus pay
- Median gender pay gap for bonus pay

Coventry and Warwickshire Mind does not pay bonuses to any of our staff or trustees and therefore is only required to report on the figures relating to full pay.

Gender pay gap as of 5 April 2022:

The overall composition of Coventry and Warwickshire Mind's workforce is 81% female and 19% male. The proportion of males and females in each quartile band is as follows:

	Pay quartile	% of men	% of women
Highest	01	19.4%	80.6%
	02	29.0%	71.0%
	03	12.9%	87.1%
Lowest	04	14.1%	85.9%

The mean (average) gender pay gap for hourly pay is 5.2%. This means that for every £1 earned by a man, a woman earns 94.8%.

The median gender pay gap for hourly pay is 9.4%. This means that for every £1 earned by a man, a woman earns 90.6p

For more information, visit <https://gender-pay-gap.service.gov.uk/>