

Gender Pay Gap Report

2017

Centrepoint is the UK's leading charity for homeless young people.

Working with over 9,200 young people every year, our vision is to end

youth homelessness. While we pursue this vision, our immediate focus is on providing vulnerable young people with a place to call home and a chance to acquire the skills they need to build a better future. Centrepoint works directly in London, Yorkshire, Manchester and the North East of England, and collaborates actively with similar organisations right across the UK.

This year, for the first time, all UK companies with over 250 staff are obliged by law to report on their gender pay gap. Centrepoint employs over 400 staff nationally and this is our report for the snapshot date of 5 April 2017.

Our Statement

At Centrepoint, we see our work as a service that enables each person in our sphere of influence to fulfil their potential, and ensure that they are engaged and inspired to perform. A sense of fairness and equity is crucial to this important value so I am pleased to note that Centrepoint has a significantly lower mean and median gender pay gap than the national average which, according to the Office for National Statistics, is 17.5% and 19.2% respectively for the whole economy. Indeed, the percentage of women in each quartile is closely aligned to the percentage of women in the organisation in total (65%).

Nonetheless, we know we have work to do to reduce the differential, especially in the upper quartile where the gap is the highest. I am delighted that we have already taken steps in this direction, unprompted by this external reporting requirement. Since April 2017 there has been an increase in the number of women being appointed to senior roles within the organisation as a result of which the proportion of females in this group rose from 42% to 53%.

Furthermore, 50% of the Senior Executive Team (SET) was made up of women in 2017 whereas women now make up 62% of this group. This positive shift emphasises that, as an organisation, we are recruiting and promoting on merit and gives me confidence that the overall gender pay gap should be reduced further by the time we come to report on our figures next year.

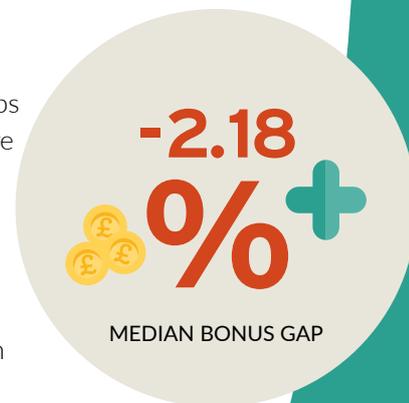
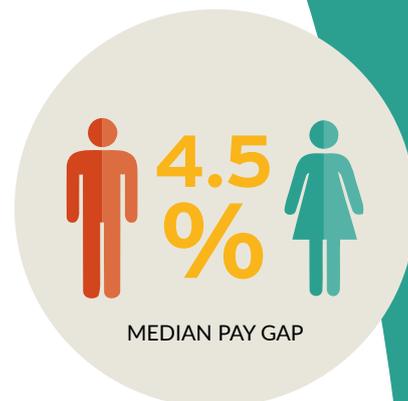
I am also pleased to note that there is virtually no gender gap at Centrepoint in terms of our award of performance related bonus in 2017, confirming that our appraisal process is fair. The introduction of a peer review process for the awarding of the grades upon which the bonus is based has enhanced clarity and fairness.

However, we are not going to be complacent and I am determined to ensure that we remove any real or perceived barriers in place, wherever possible, to ensure that Centrepoint continues to offer genuine equality of opportunity to employees of any gender.

Seyi Obakin OBE

Centrepoint Chief Executive Officer

March 2018



Figures in Context

We are conscious and mindful of fair pay and have a rigorous job evaluation system in place within Centrepoint. We believe that there is no indication of any gender pay differences between women and men who are in the same roles.

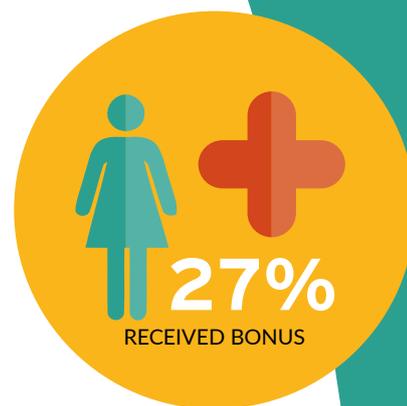
The percentage of women in each pay quartile is closely aligned to the percentage of women in the organisation in total (65%). The quartile in which the percentage of women is lowest is the upper quartile, which helps to explain why there remains a gender pay gap of 9.8%. The percentage of women in this quartile has increased substantially since the snapshot date which is reassuring.

While the figures show that a greater proportion of male employees received a bonus than female employees this is largely due to the fact that more women work for Centrepoint than men. This being the case you would expect that the proportion of those receiving a grade that qualifies them for a bonus would be less for women as there are more of them when you work this figure out as a percentage.

In spite of the disparity between the proportion of male and female employees receiving a bonus, the figures for the mean and median bonus pay gap demonstrate that there is little difference in the amount of bonus offered to men and women.

To address the issues in our gender pay gap reporting we will:

- ✓ Continue to use a rigorous, competency based approach to recruitment both internally and externally to ensure that those appointed to a post, whether internally or externally, are done so on the basis of merit alone. We will ensure that we use only objective and non-discriminatory criteria in the selection process.
- ✓ Review Centrepoint's Reward Policy and system of job evaluation to ensure it remains free of gender bias and that Centrepoint makes fair decisions on reward in line with independently assessed market rates.
- ✓ Continue to offer a range of flexible working options to allow colleagues to maintain a work/life balance alongside opportunities to progress in their careers, especially for colleagues who are parents and carers.
- ✓ Establish a dashboard of diversity statistics that are reviewed on a regular basis by Directors to influence strategic decisions where necessary.
- ✓ Continue to run mandatory diversity training for all staff.
- ✓ Establish a diversity champion on the Employee Forum to provide an additional avenue of accountability.
- ✓ Review the appraisal process to ensure that it remains free from gender bias.
- ✓ Ensure that we continue to offer career development opportunities on the basis of merit using objective measures.
- ✓ Empower staff to take responsibility for their career progression via the elective learning fund.



| | 42% | 58% |
|--------------|-----|-----|
| UPPER | 42% | 58% |
| UPPER MIDDLE | 36% | 64% |
| LOWER MIDDLE | 29% | 71% |
| LOWER | 36% | 64% |

QUARTILE OF OVERALL HOURLY RATES