

Gender pay gap report 2023-2024



Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Via Community Ltd. is legally required to publish specified information relating to their gender pay gap on an annual basis.

The following information has been calculated in accordance with the Regulations and is legally compliant.

The gender pay gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay.

Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value.

The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

Our organisation

Via is a UK charity providing a range of health and wellbeing services to adults and young people. Our values are Care, Be human and Do the right thing.

We have been developing our expertise in supporting those with drug and alcohol issues for over 30 years. We also offer specialist services that focus on employability, mental health, sexual health, and smoking cessation.

Local authorities commission us to deliver high-quality services to their communities. We also receive donations, grant funding and corporate support from other areas.

We work together to support and empower people to make positive life changes.

We're part of a journey, and everyone's journey is different.

For more information about us, please visit www.viaorg.uk.

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Our commitment to diversity, equity and inclusion (DEI)

We're continually seeking to, and are very passionate about, developing Via as a diverse and inclusive organisation.

We constantly listen and learn from all our people about how we can improve our approach and understanding of what DEI is. We have initiatives that aim to help us make meaningful change inside and outside of Via.

We have a core DEI group which meets quarterly and is split into two sub-groups: Via people and Via services.

We have a number of allyships and groups including:

- Menopause Allyship – aims to raise confidence in having conversations about managing symptoms of menopause at work
- Men's Health Allyship – encourages men to prioritise their physical and mental wellbeing
- Neurodiversity Allyship – aims to raise awareness of neurodiversity while promoting peer support
- Women and Girls Steering Group – committed to improving the safe spaces for women and girls organisationally and across Via's services. The group also encompasses Via's White Ribbon work.
- Connection Champions – an interactive space where people from different teams across Via come together to share feedback, influence plans and build connections.
- Policy and SOP consultations – a space for staff to hear and share diverse viewpoints across Via in line with our ISO9001 accreditation.

Our approach to pay and reward

Via's approach to pay and reward echoes our values: we care, we're human and we do the right thing.

We continue to be a Real Living Wage employer and over the last few years have:

- Launched a sector-leading pay and reward package
- Introduced family-friendly benefits such as a day off for a child's first day at school, and enhanced family leave
- Introduced paid and unpaid time off for difficult circumstances such as miscarriage and domestic abuse
- Made improvements to flexible working arrangements
- Lifted the bottom and narrowed the range of each pay band to reduce variation
- Introduced anonymous shortlisting for all paid roles

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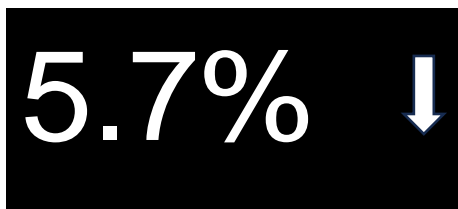
Gender pay gap reporting

For this report, we looked at the pay information for **392** employees on **5 April 2023**.

This includes all full and part time staff members on the Via Community Ltd. payroll.

On **5 April 2023**, Via's employees were made up of: **260** women and **132** men.

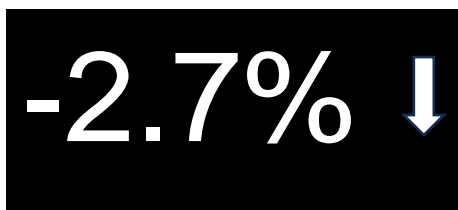
Mean



Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is **5.7%**.

In 2022-23, our mean gap was 6.7%.

Median



Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is **-2.7%**.

In 2022-23, our median gap was 0%.

Gender bonus gap

Via does not offer bonuses to our employees.

Salary pay quartiles

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees.

These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

	Lower		Lower middle		Upper middle		Upper	
	Number	%	Number	%	Number	%	Number	%
Male	31	31.6%	38	38.8%	29	29.6%	34	34.7%
Female	67	68.4%	60	61.2%	69	70.4%	64	65.3%

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Action plan

We continue to commit to reducing and subsequently closing, any identified gender pay disparity.

We recognise and understand we may need time and exploration of many different actions in order to meet this aim.

Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Signed	
Name	Anna Whitton
Job Title	Chief Executive
Date of statement	11/12/24

Contact

Please direct any queries relating to this gender pay gap report to **Marina Deeny**, Director of People on marina.deeny@viaorg.uk or people@viaorg.uk.