



**Gender Pay  
Gap Report**

20  
19

20  
20

GamCare is the leading provider of information, advice and support for anyone affected by gambling problems across Great Britain.

We are an independent charity providing support, treatment, training, outreach and consultancy services for a range of stakeholders and beneficiaries. GamCare is constantly working to ensure we have an inclusive culture and working environment, where people are provided opportunities to be themselves and develop their skills, to achieve the best outcomes for our beneficiaries.

We have a head office in London, however the majority of our employees are home and/or remote workers, based in communities across Great Britain and now Northern Ireland. At the time of conducting this review, GamCare employed 108 people across Great Britain.

This is the first time we have conducted and published a gender pay gap review, therefore this forms our benchmark. At the time of this review, we did have a gender pay gap in some levels of our business, however, of note is that we have a high level of women represented at all level of the organisation. Our commitment is that we will continue to review and report on this issue, so that we can identify and implement actions which would help us to ensure fair pay across all areas of our organisation.



## What is the Gender Pay Gap?

The gender pay gap does not mean that men or women are paid unequally for the same roles.

The gender pay gap is the difference between the average hourly pay and bonuses for men and women across the entire organisation, regardless of their role or level within the organisation. This is expressed as a percentage of men's earnings and provides some basic information on the gender pay balance at GamCare.

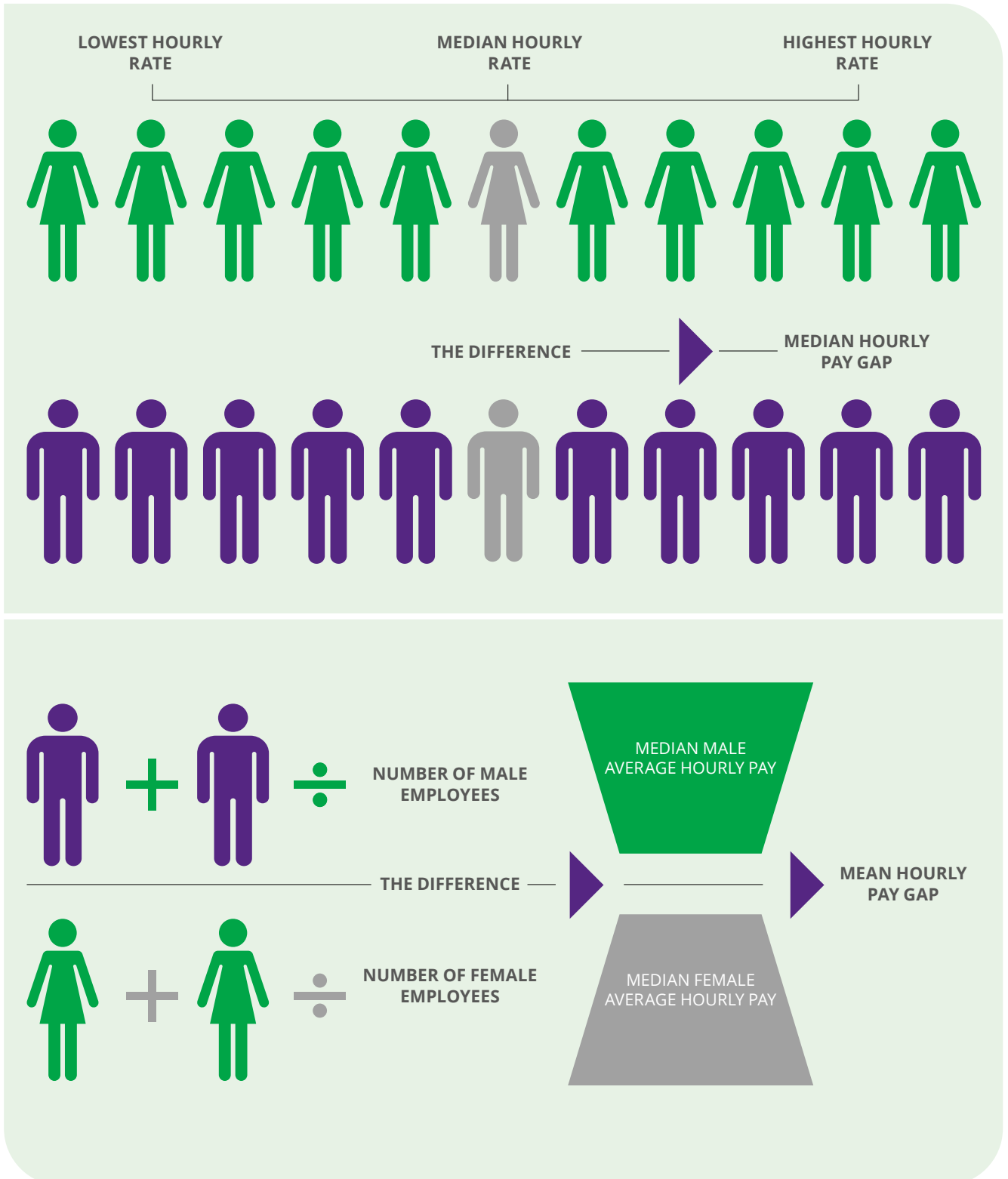
The Gender Pay Gap Reporting Regulations require all employers with 250 or more employees in the UK to report their gender pay gap. We do not have to report on our gender pay gap but, we felt this was the appropriate step to take.

According to the Office of National Statistics, the gender pay gap among all employees fell from 17.8% in 2018 to 17.3% in 2019. GamCare's gender pay gap amongst all our employees was below 6% at the time of this review.

“

**91% of employees say they are proud to work at GamCare**

# How we calculate the gender pay gap median difference

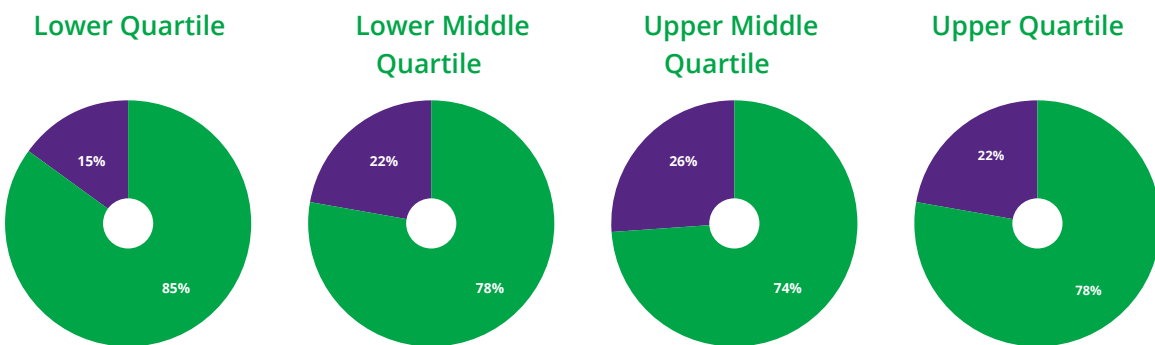


# Gender pay gap report 2019 summary

## Gender Pay Gap

<b>Median</b>	2.48%
<b>Mean</b>	5.61%
<b>Bonus</b>	0% for all as we do not pay bonuses

## Pay Quartiles



## Our People

Men 21% Women 79%



### Quartile Calculation

Involves using hourly pay where you split in into four equal quartiles of all earners, ordered from the lowest to the highest paid. This provides a picture of where the female and male employees are in the pay hierarchy.

## Closing the Gap

We are proud that we have a great foundation to build upon, with a low gender pay gap and a high number of women in senior positions.

Our lower quartile appears to have a higher proportion of women than other quartiles. This has been due to the expansion of our Tampon Tax funded Women's Programme, as well as growth in the number of Advisers employed across our Frontline Services, where several entry level roles have been filled by those identifying as female.

Our other quartiles are closely related to the split of women and men we employ in GamCare overall, which is what we would expect. We will continue to review the way we advertise new roles to ensure that we receive a range of applications from different groups, including different genders and identifications. As we grow as an organisation we will continue to work on how we can be an even more inclusive workplace, providing the best opportunities to all with a view to serving our communities as best we can.