

Gender pay gap service

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> Gender pay gap report for 2023-24

RETHINK MENTAL ILLNESS

2023-24 Gender pay gap report

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1. Main gender pay gap figures

In this organisation:

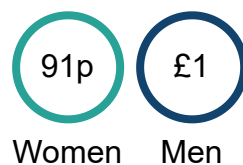
- women earned 91p for every £1 that men earned (comparing median hourly pay)
- women made up 65.1% of employees in the highest paid quarter, and 76.7% of employees in the lowest paid quarter

2. Hourly pay

In this organisation:

- women's median hourly pay was 8.8% lower than men's – this means they earned 91p for every £1 that men earn when comparing median hourly pay

9p
less
▼



- women's mean (average) hourly pay was 12.2% lower than men's

▼ [Read more about median and mean](#)

The median gender pay gap figure

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman in the middle of a list of hourly pay, ordered from highest to lowest paid.

A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the 2 central numbers.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay, or bonuses. However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

The mean (average) gender pay gap figure

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.

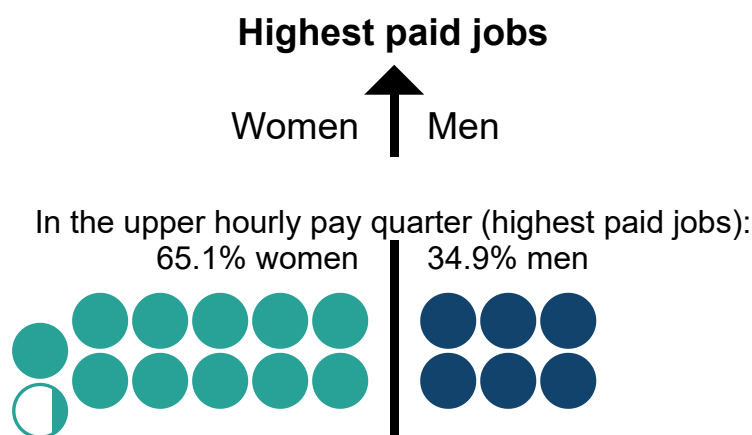
Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. Very high or low hourly pay can 'dominate' and distort the figure.

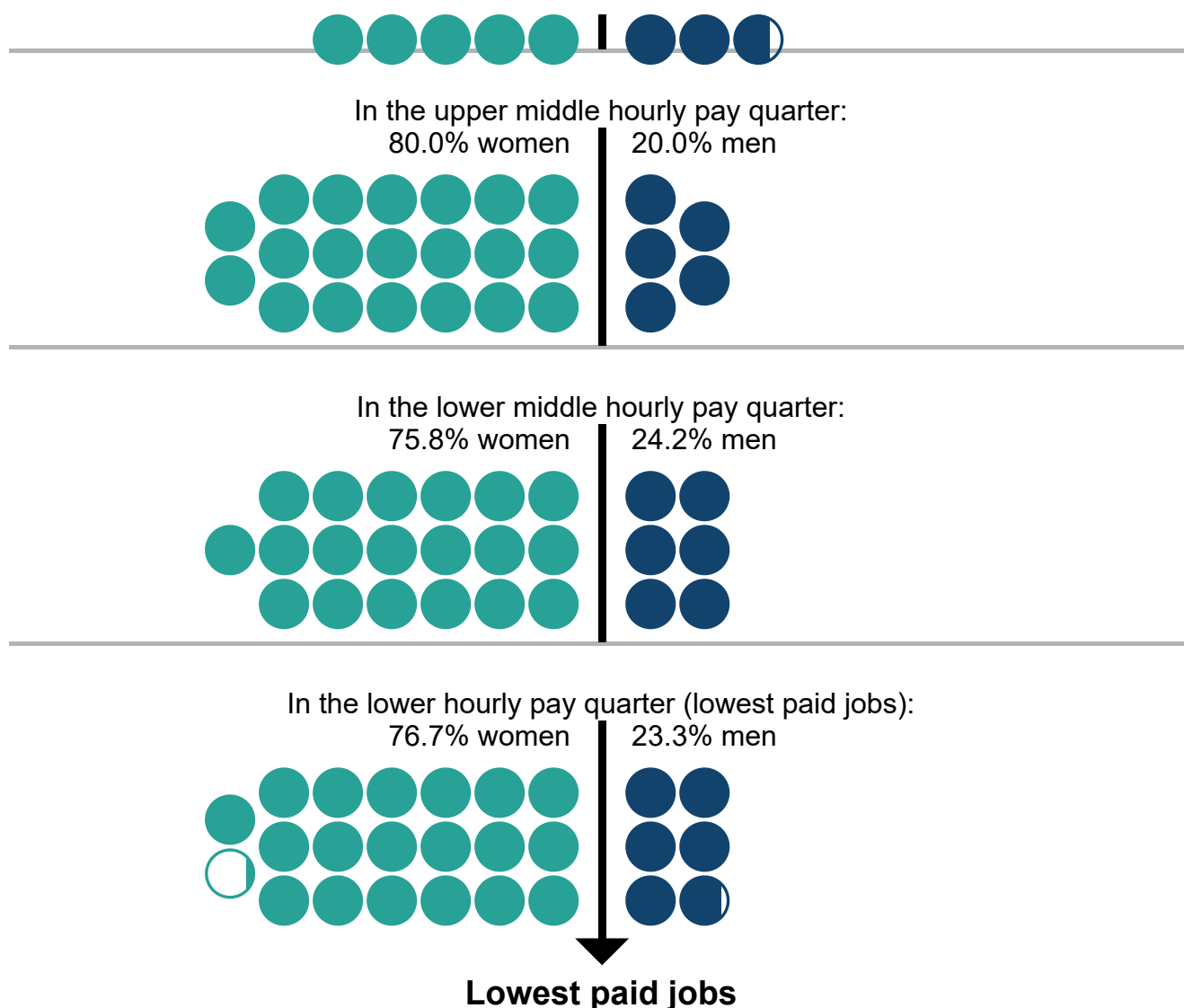
3. Pay quarters

In this organisation, women made up:

- 65.1% of employees in the upper hourly pay quarter (highest paid jobs)
- 80.0% of employees in the upper middle hourly pay quarter
- 75.8% of employees in the lower middle hourly pay quarter
- 76.7% of employees in the lower hourly pay quarter (lowest paid jobs)

☒ Show explanation for this visualisation





Each ● represents 1% of the employees in this organisation

▼ [Table: pay quarters](#)

Pay quarter		Women (%)	Men (%)	Total (%)
Upper hourly pay quarter (highest paid)	Percentage in this pay quarter	65.1	34.9	100
	Percentage of all employees	16.3	8.7	25
Upper middle hourly pay quarter	Percentage in this pay quarter	80.0	20.0	100
	Percentage of all employees	20.0	5.0	25

Pay quarter		Women (%)	Men (%)	Total (%)
Lower middle pay quarter	Percentage in this pay quarter	75.8	24.2	100
	Percentage of all employees	19.0	6.1	25
Lower hourly pay quarter (lowest paid)	Percentage in this pay quarter	76.7	23.3	100
	Percentage of all employees	19.2	5.8	25
Totals		74.4	25.6	100

▼ [Read more about pay quarters](#)

Pay quarters show the percentage of men and women employees in 4 equally-sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation.

4. Bonus pay

In this organisation:

- no bonuses were paid

5. About RETHINK MENTAL ILLNESS

Registered address 28 Albert Embankment, London, England, SE1 7GR

Sector	Human health and social work activities
Snapshot date	5 April 2023
Employee headcount	500 to 999 employees
Person responsible	Lisa Archer (Director of People and Organisational Development)

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