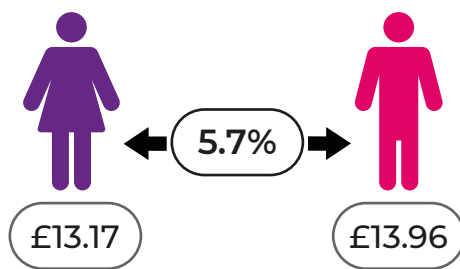
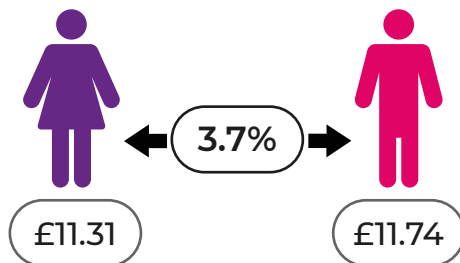


## Gender Pay Gap 2023

We are better than the national average which is 14.3%



**Mean** is the average hourly rate of pay and the percentage difference between males and females.



**Median** is the middle hourly rate of pay and the percentage difference between males and females. At Henshaws, women earn 96p for every £1 that men earn when comparing the median hourly rate.

Henshaws prioritises work-life balance, providing diverse part-time and term-time roles, along with family-friendly policies. This flexibility is likely to be appealing for a female workforce who are managing both career and caregiving. With childcare costs on the rise, flexible hours can help reduce expenses, crucial for those, like care staff, in lower income brackets.

Compared to the national average of 14.3% Henshaws is favourable at 3.7%. However, we acknowledge that there is still a gender pay gap and we will continue over the coming years to demonstrate our commitment to reduce our gender pay gap even further.

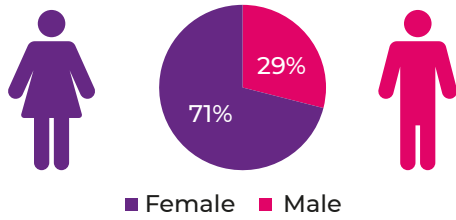
Our approach to inclusivity, we recognise that care is 'traditionally' seen as predominantly female career. Through our advertising of roles in this sector, we will continue to use media that encourages all sectors of the population to work for us. Henshaws Society for Blind People aims to employ a diverse workforce and is committed to equality of employment and welcomes applications from all sectors of the community.

Recently the pay for care roles has been increased to attract a wider demographic of applicant.

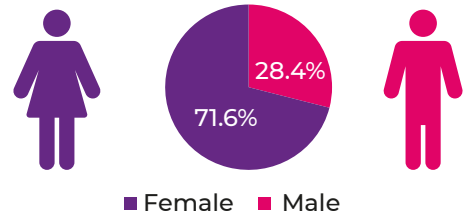
## Bonus Pay

17% of employees received a bonus pay of which:

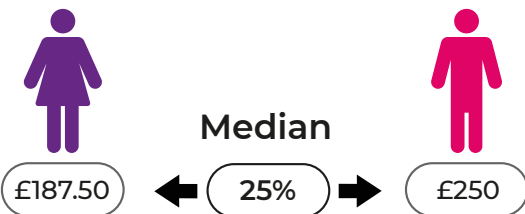
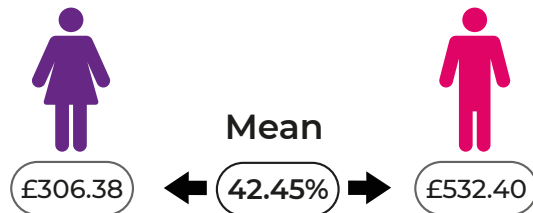
Percentage of employees who received bonus pay:



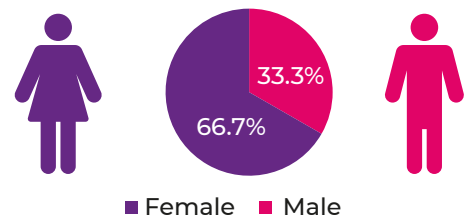
Upper Quartile



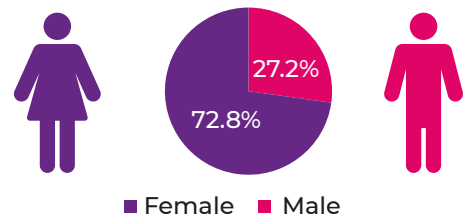
Bonus pay include extra duty payment, long service awards and recruitment incentives. The majority of staff who received a bonus were female. This is because there is a higher percentage of female staff to male staff employed.



Upper Middle Quartile



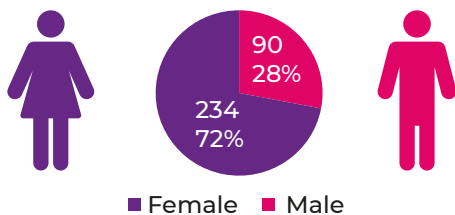
Lower Middle Quartile



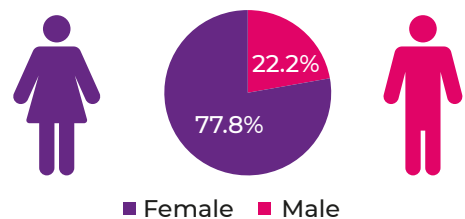
## Total Workforce

As of the snapshot date of 5th April 2023, 90 (28%) of our workforce were male and 234 (72%) female. This reflects the demographics of the social care sector, which encompass the majority of our roles.

Total workforce:



Lower Quartile



Proportions of staff in each of the four quartiles are similar, evidencing a consistent gender split across the Charity's salary bands.

0300 222 5555  
[info@henshaws.org.uk](mailto:info@henshaws.org.uk)

4A Washbrook House, Lancastrian Office Centre,  
 Talbot Road, Stretford, Manchester, M32 0FP

Henshaws Society for Blind People, English charity number 221688, acting by its trustee, Henshaws Society for Blind People Trustee Limited. English company number 8313313. Registered office at 4A Washbrook House, Lancastrian Office Centre, Talbot Road, Stretford, Manchester, M32 0FP

[henshaws.org.uk](http://henshaws.org.uk)