

. Henshaws Gender Pay Gap Report

5th April 2017

About Henshaws

Henshaws is a northern charity supporting people living with sight loss and a range of other disabilities to go beyond expectations.

We believe that, wherever they are, everyone has the right to an independent and fulfilling life. Our support, advice and training enables people and their families build skills, develop confidence, help each other and look forward to a more positive future.

Our services include a specialist FE college; a social enterprise Arts & Crafts Centre; a range of bespoke packages of support, activities and training through our Community Services directorate; housing & support enabling people of all ages living with sight loss and a range of other disabilities to live more independently; a range of training and support for businesses, and Disability Support outreach services.

We currently have just over 400 contracted staff and a range of bank staff (438 staff on payroll on 5 April 2017) of which 75% are female. This reflects the nature of the care sector. The charitable sector as a whole, and care roles in particular, do not offer high rates of pay. We do offer a wide range of part-time and term-time only roles, coupled with family-friendly policies and the combination of these factors may explain our predominance of female staff.

Proportion of males and females in each quartile

1 st quartile	27% male	73% female
2 nd Quartile	22% male	78% female
3 rd Quartile	24% male	76% female
4 th Quartile	27% male	73% female

Gender pay gap report outcomes

Mean gender pay gap	3.7%
Median gender pay gap	5.4%

We are pleased to report only a small gender pay gap over a varied and complex range of roles within our four main northern regional bases. We are an equal opportunities employer and strive to ensure that males and females in the same roles receive equal pay.

We have just completed a substantial Job Evaluation project using a tried and tested assessment tool to further support our commitment to ensuring equal pay for work of equal value. Our new Banding structure will be implemented from 1 April 2018 and we will be closely monitoring its impact on gender pay outcomes.

We pay the Living Wage as a minimum to all staff aged 21+.

Bonuses

Mean Bonus gender pay gap	44%
Median Bonus gender pay gap	0%
Proportion of males receiving bonus payment	13%
Proportion of females receiving bonus payment	14%

Henshaws does not normally pay 'bonuses' as such; the main factor under this heading is for Long Service Awards. The mean gender bonus figure is heavily skewed by a set of unusual circumstances which in a single instance resulted in a sum that normally would have been paid as an allowance being paid as a bonus on this occasion.

Going forward

We are committed to evaluating the impact of our JE driven new banding structure on our gender pay gap and will review this at an appropriate point in the next 12 months. We will continue to develop and refine our pay and reward approach including strategies to manage the impact on NLW uplifts on our pay differentials for care staff in a gender neutral way.

Mandatory statement

I confirm that all reasonable efforts have been made to ensure that the information published within this report is accurate.

A handwritten signature in black ink, appearing to read "Nick Marr".

Signed: Nick Marr, Chief Executive Officer.