

Henshaws Gender Pay Gap report: 5th April 2019

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 had 450 contracted staff and bank staff on payroll on 5 April 2019, of which 74% were 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 and work-life balance 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	30% male	70% female
2 nd Quartile	15% male	85% female
3 rd Quartile	30% male	70% female
4 th Quartile	30% male	70% female

Gender pay gap report outcomes

Mean gender pay gap	6.1%
Median gender pay gap	0.00%

The mean gender pay gap has increased from 0.96 in 2019. This is predominantly due to new senior appointments which have been filled by male employees.

The median pay gap has increased to 0.00 from 3.73 in favour of women.

We implemented a new Job Evaluation based pay and grading structure on 1 April 2018, using a tried and tested assessment tool to support our commitment to ensuring equal pay for work of equal value. This is the most significant change in the past 12 months that is likely to impact on our pay rates and therefore our gender pay gap.

There is a degree of fine-tuning to do within the new pay bands and we will continue to closely monitor its impact on gender pay outcomes.

We are an equal opportunities employer and strive to ensure that males and females in the same roles receive equitable pay.

We pay the National Living Wage as a minimum to all staff aged 18.

Bonuses

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

Henshaws does not normally pay ‘bonuses’ as such and during the reference period, no staff received a long service award.

Going forward

We are committed to continuing to evaluate the impact of our JE driven new banding structure on our gender pay gap and will review this at appropriate points 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.



Signed: Nick Marr, Chief Executive Officer.