

Henshaws Gender Pay Gap report - 5 April 2020.

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.

We had 452 contracted employees on payroll on 5 April 2020, of which 70% were female. This reflects the demographics of the social care sector, which encompass the majority of our roles. CQC data from 2019/2020 confirm that 82% of the social care workforce were female.

As an employer, Henshaws actively supports a work life balance and therefore we offer wide range of part-time and term-time only roles, coupled with attractive family-friendly and work-life balance policies. It is likely this flexibility appeals to a female workforce who are more likely to balance caring responsibilities with a career. With rising costs of childcare, flexible working hours can significantly reduce outgoing expenditure, which is particularly vital for those on a lower income bracket such as care staff.

Proportion of males and females in each quartile

Upper quartile	33.9% male	66.1% female
Upper middle quartile	41.7% male	58.3% female
Lower middle quartile	12.0% male	88.0% female
Lower quartile	33.5% male	66.5% female

This distribution of pay evidences the high number of female care staff who sit in the lower middle and lower quartile.

Gender pay gap report outcomes

Mean gender pay gap	6.6%
Median gender pay gap	0.00%

The mean gender pay gap has increased from 0.5 in 2019.

The median pay gap remains at 0.00%

Henshaws consciously operates a non-discriminatory job evaluation process to ensure equal treatment of all employees. By putting the emphasis on the job description and verifying the banding of the role by two job analysts, we are able to ensure that staff receive equal pay for equal work.

We are an equal opportunities employer and strive to ensure that males and female employees holding similar levels of responsibility across the organisation receive equitable pay.

Bonuses

Mean Bonus gender pay gap	-15.7%
Median Bonus gender pay gap	0%
Proportion of males receiving bonus payment	26.7%
Proportion of females receiving bonus payment	73.3%

Due to financial restraints and its charitable status, Henshaws does not normally pay 'bonuses' as such. We do however, acknowledge loyalty and provide financial rewards for every five years of employment. The positive bonus pay gap evidences the high levels of retention of female staff members. This is a useful statistic to inform our retention strategies and consider adjusting our focus to the retention of male staff.

Going forward

We are committed to continuing to evaluate banding structure on our gender pay gap and will review its impact on an on-going basis. We will continue to develop and refine our pay and reward approach to ensure a fair and equitable outcome for all.

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.**