

Henshaws Gender Pay Gap report - 5 April 2021.

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 340 contracted employees on payroll on 5 April 2021, of which 71% 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	32.9% male	67.1% female
Upper middle quartile	25.9% male	74.1% female
Lower middle quartile	25.9% male	74.1% female
Lower quartile	37.8% male	62.2% female

Changes compared to 2020 indicate an increase in females in the upper middle quartile. In Dec 2020 Henshaws transfer a significant number of care staff to another provider reducing our headcount by 150. The majority of these were care staff paid at the lower end of the scale, and as a result the upper middle quartile now include staff who previously sat in the lower middle quartile, such as senior admin staff or care managers, the majority of whom are female.

Gender pay gap report outcomes

Mean gender pay gap	10.3%
Median gender pay gap	0.00%

The mean gender pay gap has increased by 3.7% since 2020. In the transfer of services two senior female staff were TUPED to another provider. Henshaws pay gap is higher than the average UK mean pay gap of 6.5% and reflects the gender split and compensation of the current board of directors.

The median pay gap remains at 0.00% in comparison to the national average of 15.9%. 44% of Henshaws staff earn between £9 and £10 per hour and females and males are proportionally equally represented in this group.

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 irrespective of gender.

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

Bonuses

Mean Bonus gender pay gap	-6.2%
Median Bonus gender pay gap	0%
Proportion of males receiving bonus payment	20%
Proportion of females receiving bonus payment	80%

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, with financial reward increasing with each milestone met. The positive bonus pay gap evidences the high levels of retention of female staff members in comparison to male employees. This disparity has improved since 2020

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.**