

Henshaws Gender Pay Gap report - 5 April 2022.

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 347 contracted employees on payroll on 5 April 2022, of which 71% were female. This reflects the demographics of the social care sector, which encompass the majority of our roles. CQC data from 2020/2021 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	31.1% male	68.9% female
Upper middle quartile	28.7% male	71.3% female
Lower middle quartile	26.4% male	73.6% female
Lower quartile	30.2% male	69.7% female

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

Gender pay gap report outcomes

Mean gender pay gap	5.1%
Median gender pay gap	0.0%

The mean gender pay gap has decreased by 5.2% since 2021.

Henshaws pay gap is now lower than the average UK mean pay gap of 5.45%. The median pay gap remains at 0.00% in comparison to the national average of 9.71%.

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 - 2.6%
Median Bonus gender pay gap - 0%
Proportion of males receiving bonus payment - 22%
Proportion of females receiving bonus payment - 14%

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. In 2021/2021 two male and two female staff member received £450 and £600 respectively. With the smaller proportion of male staff members in the

charity, this resulted in a gender pay gap in relation to bonus payments; however the criteria for the award was identical.

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. In 2023 a review of the Director and Deputy Director salaries is planned to ensure parity, equity and competitiveness.

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: 

Sally Daniels, Interim CEO
06/01/2023