

# Henshaws Gender Pay Gap report: 5th April 2018

## 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 440 contracted staff and bank staff on payroll on 5 April 2018, of which 75% 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 <sup>st</sup> quartile	30% male	70% female
2 <sup>nd</sup> Quartile	15% male	85% female
3 <sup>rd</sup> Quartile	25% male	75% female
4 <sup>th</sup> Quartile	30% male	70% female

## Gender pay gap report outcomes

Mean gender pay gap	0.96%
Median gender pay gap	-3.73%

We are pleased to report less than 1% mean gender pay gap over a varied and complex range of roles within our four main northern regional bases. This is a reduction of over 2.7% since April 2017. We have seen a significant change in the median gender pay gap, from 5.4% in April 2017 to -3.73% in April 2018, and it

currently is in favour of women. These figures may be consequence of the organisation's gender distribution across the quartiles, which has changed a little since April 2017.

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 equal pay.

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

### **Bonuses**

Mean Bonus gender pay gap	-0.14%
Median Bonus gender pay gap	0%
Proportion of males receiving bonus payment	29%
Proportion of females receiving bonus payment	71%

Henshaws does not normally pay 'bonuses' as such; the payments under this heading are for Long Service Awards, which are available to all qualifying staff. Whilst we are conscious that patterns of women's working lives can impact adversely on their ability to accrue long service we feel it is worth noting that 100% of the staff receiving the highest-paid 25 and 30 year awards were women. Women also made up 89% of staff receiving the 20 year 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.