



Gender Pay Gap Reporting 2018 - Voluntary Statement

Gender Pay Gap Reporting regulations came into force in 2017 for organisations who have an employee headcount of 250 or more to report annually. The Gender Pay Gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a few issues to deal with, and the gender pay gap calculations may help identify what those issues are. The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Help & Care is an equal pay employer, does not pay performance-based bonuses and all staff are paid on a salary grade by job role. Help & Care has less than 250 employees and therefore does not have a statutory requirement to do Gender Pay Gap reporting however we think it is important and have carried out the Gender Pay Gap assessment of our workforce.

Help & Care is delighted to achieve figures significantly less than the national average.

Overall Mean Gender Pay Gap	
National Average	Help & Care
18%	12%

This is the amount by which the average hourly pay rate (using the snapshot date of 5 April 2018) of male employees exceeds the average pay rate of female employees.

When assessing the gender pay gap figure this is significantly influenced by the following factors:

- In common with the Voluntary Community Sector as a whole, Help & Care has a predominately female workforce with men representing only 26% of the total. Less than a third of the workforce are male which contributes to the gender pay gap figure.
- Whilst women are well-represented at every level of the organisation (there are more female Managers than males and the Leadership Team consists of 2 females and 2 males) proportionally there are more men in the upper quartile, on the highest pay rates (Managers, Leadership Team and Chief Executive roles) compared to the lower pay rate quartiles.
- As a medium-sized organisation the Chief Executive role, held by a man, has the highest pay rate and has the most significant effect on the overall result of the gender pay gap.

Help & Care is committed to fairness and gender equality and to addressing any potential barriers to opportunity that may be attributing to its gender pay gap. We are committed to explore how we can attract more men into our organisation to create better gender balance at all levels and will reassess the gender pay gap in our workforce in 2019.