



Hansel Group Gender Pay Gap Report 2021

Following the introduction of gender pay reporting legislation all employers with 250 or more employees are required to publish statutory calculations every year showing how large the pay gap is between their male and female employees. Gender pay reporting shows the balance of men and women at all levels of the organisation and the effect this has on average hourly rates of pay. The gender pay gap (GPG) shows the difference in average pay between men and women in a workforce.

Hansel Group is comprised of two legal employer entities: Hansel Foundation and Hansel Alliance. At the time of reporting, 5 April 2021, Hansel Foundation employed 23 team members and Hansel Alliance employed 362 team members. We have made the decision to report both entities as a Group as this is reflective of the overall organisational position.

Hansel Group Gender Pay Gap

	2021		2020		2018		2017	
%	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Combined	12.3	0.0	4.7	0.0	4.2	0.0	5.7	0.0

We can report Hansel Group GPG (the difference between hourly rates of pay for males and females), calculated by a mean average, is 12.3%.

Ten percent of our workforce was furloughed on the snapshot date, 67% of which were female team members and 33% male team members. The increase in gap from 2020 to 2021 is mainly due to the number of female team members in the upper quartile and furloughed team members not being included in the 2021 calculation.

Our overall gender pay gap by median average remained at 0%. This shows there continues to be no difference between the mid points in the ranges of men's and women's pay.

The following table shows the proportion of males and females when divided into four groups (quartiles) ordered from highest to lowest pay.

Group	Male	Female	Gap Mean	Gap Median
2021				
Quartile 1 (Upper)	23.3%	76.7%	16.7%	0.0%
Quartile 2 (Upper Mid)	20.7%	79.3%	0.0%	0.0%
Quartile 3 (Lower Mid)	22.1%	77.9%	0.0%	0.0%
Quartile 4 (Lower)	24.1%	75.9%	-0.6%	0.0%

As with previous years, we continue to have a much higher number of female team members and we believe we have a good balance of male and female team members at senior and management levels.

Quartile 1 shows a gap of 16.7% in favour of males. This is because two of our three most senior post holders are male. If the most senior post holder was female, the gap would be reduced to 0.2%.

Quartiles 2 and 3 have no gap. This indicates that a majority of our employees (mainly support workers) are paid the same and there is no gap between male and female workers.

The gap in Quartile 4 is 0.6% in favour of females. Our lowest paid workers are supported employees and we have more male supported employees than female.

Bonus Data:

Hansel does not award any bonuses therefore bonus data is not applicable.

Progress and Actions:

This is the fourth Hansel Group Gender Pay Gap Report, and its contents have been noted by Board Directors.

We continue to work hard to deliver our commitment to fair and equal pay which is set out in our Team Strategy. We believe that all our reports to date show that we are paying fairly however in our previous reports we noted we must be cognisant of the impact of any future pay changes.

We continue to monitor our policies, procedures and practices to ensure that they are supporting our commitment to equality and reflect our core values of Respect and Inclusion.

Gerry Lindsay
Managing Director