



Hansel Group Gender Pay Gap Report 2020

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 2020, Hansel Foundation employed 27 team members and Hansel Alliance employed 421 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

%	2020		2018		2017	
	Mean	Median	Mean	Median	Mean	Median
Combined	4.7	0.00	4.2	0.00	5.7	0.00

Due to the Coronavirus pandemic and the work pressures on social care organisations at that time, we were unable to report our gender pay figures for 2019.

We can report Hansel Group GPG (the difference between hourly rates of pay for males and females), calculated by a mean average, is 4.7%. The reduction from 2017 to 2018 was driven by front line social care workers pay increasing (due to the Scottish Living Wage) whilst pay for management and central support roles remained static. The slight increase to 4.7% in 2020 is likely due to our management and central support roles receiving a pay increase commensurate with the Scottish Living Wage increase for social care workers.

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
2020				
Quartile 1 (Upper)	25.0%	75.0%	15.7%	-2.9%
Quartile 2 (Upper Mid)	23.1%	76.9%	-0.1%	0.00%
Quartile 3 (Lower Mid)	20.4%	79.6%	0.0%	0.00%
Quartile 4 (Lower)	32.4%	67.6%	-2.6%	0.00%

As with previous years, we continue to have a much higher number of female team members (over three quarters) 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 15.7% 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 3.5%. The median figure however in this quartile is 2.9% in favour of females due to there being a number of female senior managers in this group.

Quartiles 2 and 3 have no gap or a very slight gap in favour of females. 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 2.6% 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 third 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.

Other actions identified in a previous report include addressing the gender imbalance at Board level. Our Boards of Directors comprised a majority of male (unpaid) volunteer trustees and we were seeking to address this through a recruitment campaign and we are pleased to report we now have two new female Board members.

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 Diversity.

Gerry Lindsay
Managing Director