



Hansel Group Gender Pay Gap Report 2018

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 2018, Hansel Foundation employed 28 team members and Hansel Alliance employed 356 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

	2018		2017	
	Mean	Median	Mean	Median
%				
Combined	4.20	0.00	5.74	0.00

We are pleased to report our group GPG, (the difference between hourly rates of pay for males and females) calculated by a mean average has reduced from 5.74% to 4.20%. This reduction is 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.

Our overall gender pay gap by median average is 0%. This shows there is 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
2018				
Quartile 1 (Upper)	28.0%	72.0%	10.7%	-6.2%
Quartile 2 (Upper Mid)	24.3%	75.7%	-0.1%	0.00%
Quartile 3 (Lower Mid)	22.4%	77.6%	0.2%	0.00%
Quartile 4 (Lower)	26.4%	73.6%	-4.2%	0.00%

As with 2017, 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 10.7% in favour of males. This is because our most senior post holder is a male and this effectively skews the data. If this post holder was female, there would be no gap (-0.5% in favour of females). The median figure however in this quartile is 6.2% 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 an insignificant 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 4.2% 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 second Hansel Gender Pay Gap Report, and its contents have been noted by our Board of 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 both reports, 2017 and 2018, show that we are paying fairly however in our previous report we noted we must be cognisant of the impact of any future pay changes. We made a commitment to conduct Equality Impact Assessments on any planned pay changes in the future and can confirm that we met this requirement regarding the new Hansel Pay Scale implemented in November 2018. The impact of the scale will be reported in our 2019 Gender Pay Gap Report.

Other actions identified in last year's report include addressing the gender imbalance at Board level. Our Boards of Directors comprise a majority of male (unpaid) volunteer trustees and we were seeking to address this through a recruitment campaign and are pleased to have since appointed a female Board member during 2018.

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