



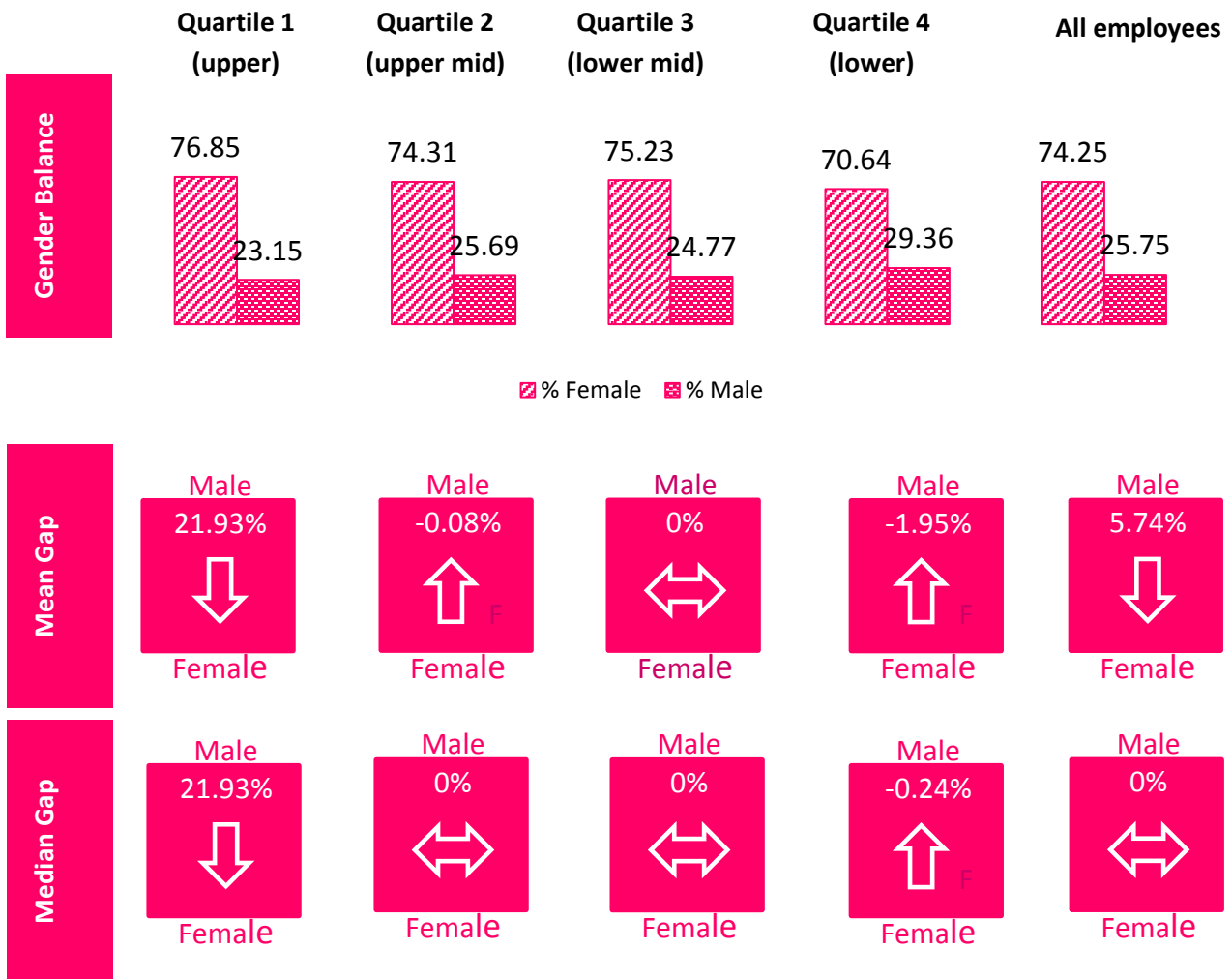
Hansel Gender Pay Gap Report 2017

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 shows the difference in the average pay between all men and women in a workforce.

Hansel is comprised of two legal employer entities: Hansel Foundation and Hansel Alliance. At the time of reporting, 5 April 2017 Hansel Foundation employed 3 team members and Hansel Alliance employed 435 team members. We have made the decision to report on both entities as we wish to embrace the advantages of considering our figures across the entire Hansel organisation.

We have a much higher number of female team members (nearly three quarters) and we believe we have a good balance of male and female team members at senior and management levels.

Hansel Alliance:



(Quartile information divides employees into four groups ordered from highest to lowest pay.)

Summary: Our overall gender pay gap (the difference between hourly rates of pay for females and males) calculated by mean average is **5.74%**. This is the percentage difference between the average hourly pay. This means we pay men 5.74% more than women. This is much better than our sector average.

Our 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.

Analysis: Overall there is a gender pay gap of 5.74% in favour of males. This small gap is driven by quartile 1 where the pay gap is 21.93%. All other quartiles either have a negative gap (in favour of females) or no gap. Within quartile 1 there is close to a 50/50 female to male split within the 20 most senior posts, and this along with the Managing Director being male skews average pay calculations in favour of males where the remainder of quartile 1 more closely mirrors the other quartiles with a 75/25 split. Consequently, if 3 of the 20 senior (including Managing Director) posts currently occupied by males were filled by females then our gender pay gap would be a single digit figure for this quartile, and negative (with higher average pay for females) overall.

The gap in quartile 4 is -1.95% which indicates Hansel has a gap in favour of female workers for the majority of employees. Our lowest paid workers are supported employees. There are more male supported employees than female.

Quartiles 2 and 3 have no gap or a near insignificant gap. This indicates that a majority of our workers (mainly support workers) do not have a gap between male and female workers. The vast majority of these social care workers are paid the Scottish Living Wage irrespective of gender.

Hansel Foundation: At 5 April 2017 the gender profile of Hansel Foundation's workforce was 100% female therefore we do not have an overall gender pay gap or median average to report.

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

Actions: This is the first Hansel Gender Pay Gap Report which has been produced and its contents have been noted by our Board of Directors.

We have worked hard to deliver our commitment to fair and equal pay which is set out in our Team Strategy. We believe that this report shows that we are paying fairly however we do recognise that we must be cognisant of the impact of any future pay changes. For this reason we will ensure that we conduct an equality impact assessment on any planned pay changes in future.

Although we are pleased to only have a small gender pay gap we do recognise however that there are other actions we can take in respect of gender balance. For example our Board of Directors comprises a majority of male (unpaid) volunteer trustees and this gender imbalance is something we are actively seeking to address through our current recruitment campaign.

We will 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