



## Hansel Group Gender Pay Gap Report 2022

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 2022, Hansel Foundation employed 23 team members and Hansel Alliance employed 331 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

	2022		2021		2020		2018	
%	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Combined	4.9	0.0	12.3	0.0	4.7	0.0	4.2	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 4.9%.

In 2021 the increase in gap was mainly due to the number of female team members in the upper quartile who were furloughed and therefore not included in the calculation. No team members were furloughed at the snapshot date in 2022 meaning the mean average has returned to a similar figure to that of previous years.

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, other than in quartile one where the gap is 1.5% in favour of women.

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
<b>2022</b>				
<b>Quartile 1</b> (Upper)	26.1%	73.9%	14.7%	-1.5%
<b>Quartile 2</b> (Upper Mid)	21.3%	78.7%	-0.1%	0.0%
<b>Quartile 3</b> (Lower Mid)	22.7%	77.3%	0.0%	0.0%
<b>Quartile 4</b> (Lower)	27.0%	73.0%	-4.6%	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 14.7% in favour of males (which is a 2% reduction from the previous year). 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 0.3% in favour of females.

Quartile 2 shows a positive gap of 0.1% in favour of females and quartile 3 has no gap. This indicates that the majority of our employees (mainly support workers) are paid the same and there is no noticeable gap between male and female workers.

The gap in Quartile 4 is 4.6% 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 fifth 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 Organisational 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**  
**Chief Executive Officer**