



Hansel Group Gender Pay Gap Report 2023

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 2023, Hansel Foundation employed 25 team members and Hansel Alliance employed 351 team members. As with previous years, we are reporting both entities as a Group as this is reflective of the overall organisational position.

Hansel Group Gender Pay Gap

	2023		2022		2021		2020	
%	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Combined	9.1	0.0	4.9	0.0	12.3	0.0	4.7	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 9.1%.

In 2021 the increase in gap from 2020 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.

In 2023 changes in the composition of senior team have impacted the mean average. In 2022 we had 2 males and 4 females in the most senior roles in the organisation. Due to natural attrition (retirement and turnover) this has now changed to 4 males and 2 females.

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
2023				
Quartile 1 (Upper)	30.3%	69.7%	19.3%	0.0%
Quartile 2 (Upper Mid)	21.3%	78.7%	0.0%	0.0%
Quartile 3 (Lower Mid)	21.3%	78.7%	0.0%	0.0%
Quartile 4 (Lower)	28.9%	71.1%	-1.1%	0.0%

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

Quartile 1 shows a gap of 19.3% in favour of males (which is a 4.6% increase from the previous year). This is because four of our six most senior post holders are male as noted above. If the most senior post holder was female, the gap would be reduced to 8.4% in favour of males. We are committed to equality and inclusion and recruit to posts based on experience and skills, selecting the best candidates based on ability and not gender.

Quartile's 2 and 3 show no gap. This indicates that the majority of 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 1.1% 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 sixth 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