

humankind®

Gender Pay 2020 Report



Gender Pay Gap Results 2020

Humankind's vision is for people of all ages to be safe, building ambitions for the future and reaching towards their full potential. Our values are honest, committed and inventive. Fairness and equality are pivotal to our organisation.

As part of our 5-year strategic plan, investment in reward, recognition and remuneration across our workforce is helping us to close the gender pay gap year on year. We want our workforce to feel valued and to be rewarded fairly.

Whilst the 2020 report is not required to be published until October 2021, we are publishing our report in June 2021 for the snapshot date, 5th April 2020.

The changes we have made across Humankind have seen increased investment in our workforce which has had a positive impact on our gender pay gap over the last two years.

Our report

Gender pay reporting legislation requires employers with 250 employees or more to publish calculations every year showing how large the pay gap is between their male and female employees.

We made a one-off payment to our staff in August 2020 whilst we continued a review of remuneration and reward. This is captured in the bonus data response.

The gender pay report represents the simple average figure for all employees in the Humankind workforce, irrespective of role or grade. This is not to be confused with equal pay.

The gender pay gap is a measure of the difference between men and women's average pay within an organisation.

The mean average is calculated by adding up all the pay of staff and dividing it by the total number of staff.

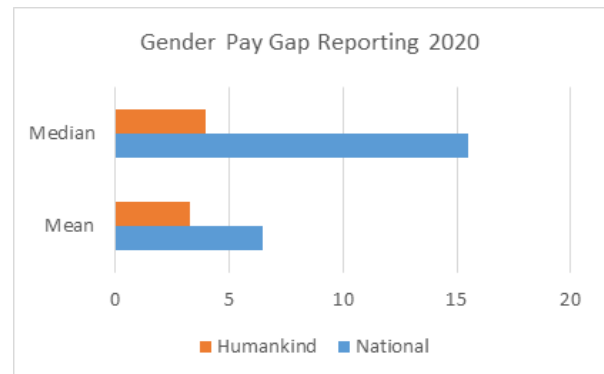
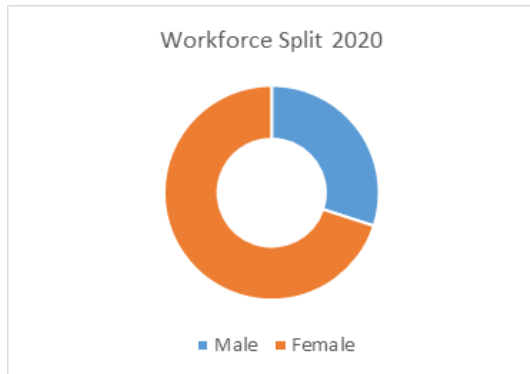
The median average is calculated by lining up all the pay of staff, smallest to largest and finding the middle pay.

Our Data Set

The data set was taken from our payroll data on 5th April 2020. A total of 1,072 staff were included in the data set, representing our total workforce on that day.

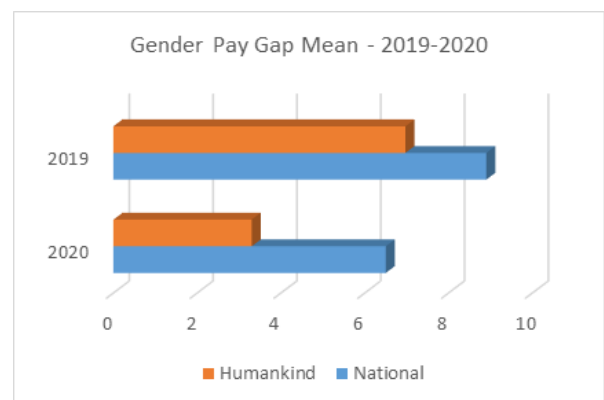
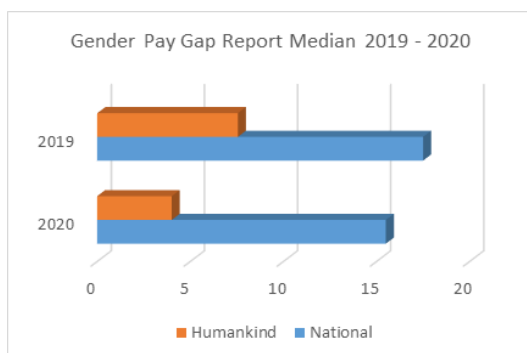
751 of our workforce are female and 321 are male. This includes both full and part time staff on our payroll. 50% of the workforce were not on standard Humankind Terms and Conditions.

Our Analysis



The current proportion of female employees is 70% and male employees 30%. Our female workforce has increased by 2% and male decreased by 2% over the last two years.

The mean pay gap is 3.32% and the median is 4.08% in favour of men. The mean average is 3.2% ahead of the national average and the median average is 11.5% ahead of the national average. Humankind have reduced the gap over the last two years, as women's pay has moved from 92.5% to 96% of men's pay.

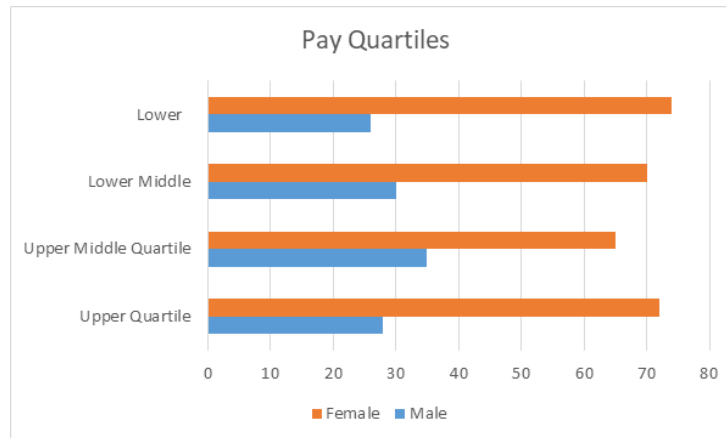


We grew in 2019 with the merger of Blenheim CDP and 2020 saw additional growth through new services across Staffordshire and the North East. 50.2% of our workforce have joined Humankind through a TUPE process.

In 2020 we merged with EDP; their data is reported separately.

Pay Quartiles

The total workforce was divided into four pay groups with 264 within each group with the number of male and female staff calculated. The upper quartile includes the highest paid members of our workforce and the lower quartile includes the lowest paid members of our workforce.

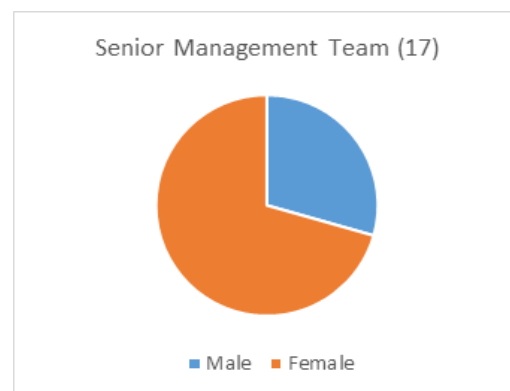
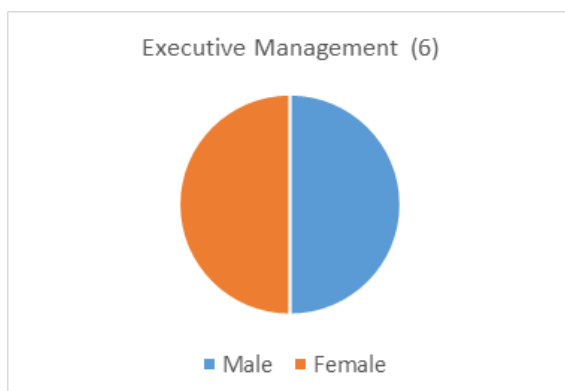


Females are overrepresented in Lower and Upper Quartiles. There has been 4% increase of female representation in the Upper Quartile since 2018.

Bonus

One bonus payment was made in August 2020, all staff received the same amount. 56% of men and 56% of women from our total headcount on 5th April 2020 received a bonus within the 12-month period. The mean and median gap is 0%.

Women In Leadership



Humankind has 50/50 split of male/female on the Executive Management Team. The Senior Management team has a 30/70 split of male/female in favour of women.

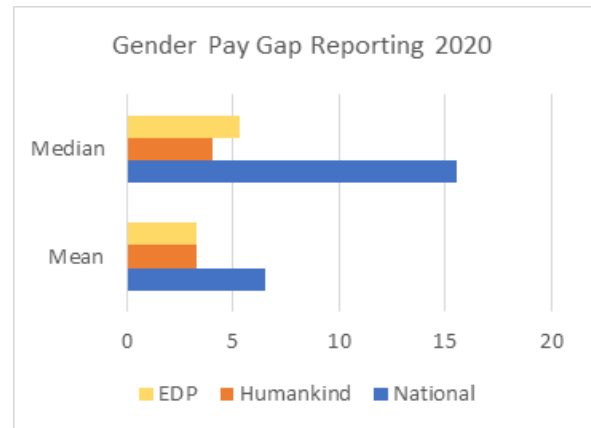
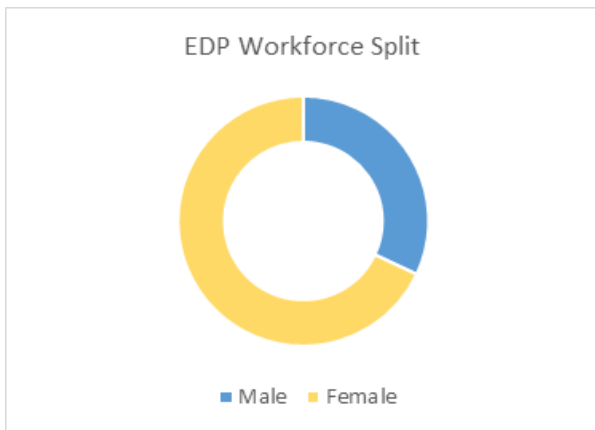
There are more females in leadership roles within Humankind which is represented in the upper quartile. This has increased year on year.

EDP Data

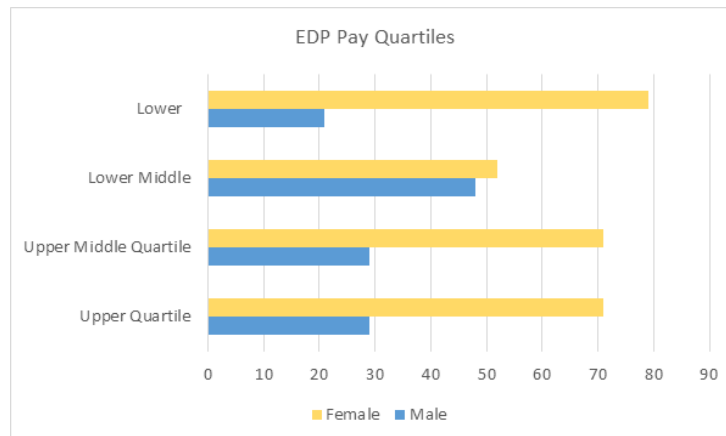
A total of 170 staff were included in the data set for EDP for the data snapshot 5th April 2020.

117 of the workforce are female and 53 are male. This includes both full and part time staff on our payroll. The workforce has a split of 68% female and 32% male.

The mean pay gap within EDP is 3.29% and the median pay gap 5.28%. Both are ahead of the national average. EDP data is closely aligned to Humankind data.



Females are overrepresented in lower, upper middle and upper quartile within EDP. Males are overrepresented within the Lower Middle quartile.



Our Commitment

We will continue our efforts to close our gender pay gap by:

- Investing in rewarding our workforce
- Continued development of our equality, diversity and inclusion plans and setting relevant metrics
- Adopting the 'flex first time' approach and implementation of new Work Life Balance Policy to be flexible, fair and inclusive to all
- Reviewing our recruitment practice and approach to be more inclusive for all candidates including reviewing our job descriptions, adverts and how we attract and present our opportunities
- Continue developing and offering career pathways for all roles and development opportunities to realise full potential
- Having robust performance management process which focuses on positive behaviours, career aspirations and development

About Humankind

Humankind is committed to reducing deprivation and exclusion and to improving people's wellbeing.

Humankind is one of England's most successful home-grown charities. We have over 1,200 staff and around 100 volunteers providing services for over 76,000 people.

Our specialist services include substance use, clinical, employment training and education, housing services, housing support and health, young people and families' services.

We also offer affordable accommodation as a Registered Social Landlord via Humankind Housing and promote volunteering/employment opportunities through MoreTime UK, Humankind's social enterprise.

Paul Townsley

Chief Executive Officer