

humankind®

Gender Pay  
2021 Report



# Gender Pay Results 2021

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 to be honest, committed, and inventive. Fairness and equality are pivotal to our organisation.

As part of our 5-year strategic plan we have invested in Reward, Recognition and Remuneration across our workforce. We want our workforce to feel valued and to be rewarded fairly.

This report is for the snapshot date 4th April 2021.

## 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.

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.

## Organisational Context

In March 2020 the global pandemic COVID-19 commenced. This impacted society, economies, business and working lives.

In October 2020 we enhanced our reward, remuneration and recognition offer across the organisation in line with our strategic plans.

As an organisation we paid a one-off payment to our staff in December 2020 as a recognition of their hard work during the pandemic. This is captured in the bonus data response.

In the year we delivered on the following commitments:

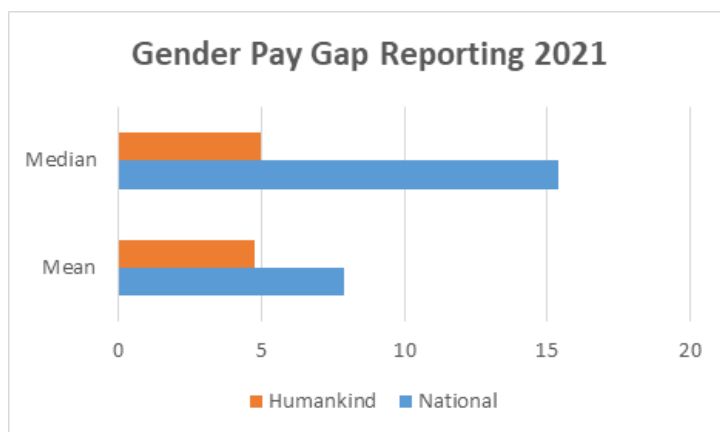
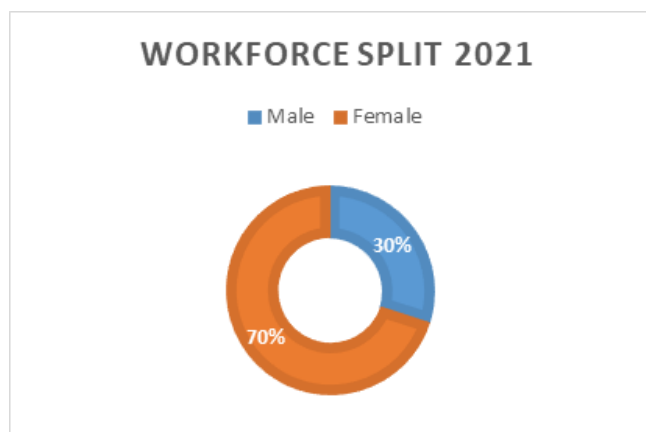
- We have delivered our commitment to introduce flex first time approach to flexible working requests through our Work Life Balance Policy.
- We reviewed our recruitment practice with the implementation of a new system and approach to be more inclusive for all candidates including reviewing our job descriptions, adverts and how we attract new people to work for us.
- We reviewed our pay ranges and enhanced our overall offer following a market benchmark exercise. Our workforce can harmonise onto our terms and conditions at any time.

## Our Data Set

The data set was taken from payroll data for Humankind on 4th April 2021. A total of 1,069 staff were included in the data set, representing our total workforce on that day.

749 of our workforce are female and 320 are male. This includes both full and part time staff on our payroll. 23% of the workforce were not on Humankind Terms and Conditions, this is an improvement of 27% in comparison to 2020.

## Our Analysis



\*National data taken from ONS

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 4.7% and the median is 5% in favour of men. The mean average is 3.2% ahead of the national average and the median average is 10.4% ahead of the national average. The gap has slightly widened when comparing against the 2020 data set. The mean has increased by 1.46% and the median has increased by 1%.

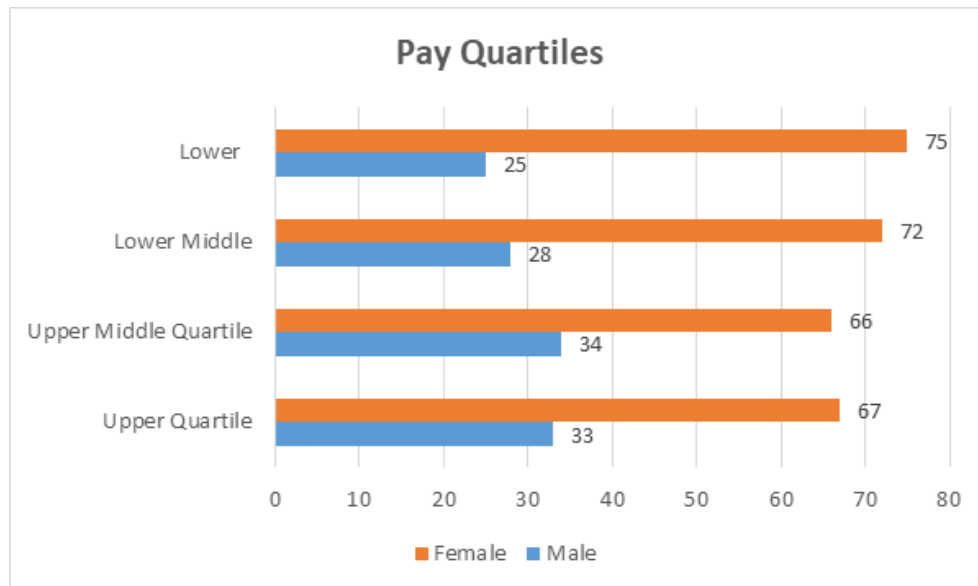
The national pay gap mean rates (ONS survey) have increased from 7% to 7.9% with the gap widening by 0.9% however this is still below the national 9% rate pre COVID-19.

Within the UK, many organisations have seen the pay gap widen during the pandemic as a result of the economic downturn. Factors such as furlough, increased absence rates and organisation closures have impacted this. The gender pay gap in Humankind remains ahead of the 2019 pre COVID rate of 6.97% mean and 7.55% median. In 2021 women are paid 95.3% of men's pay, this is ahead of the 2018/19 rate of 92.5%.

There were no TUPE transfers within the reporting timeframe. From April 2020 to April 2021 we recruited 255 new starters, a split between 70% female and 30% male. This was a 51% downturn in new starters on the year 2019/20 as a result of the pandemic.

## Pay Quartiles

The total workforce was divided into four pay groups with 267 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.

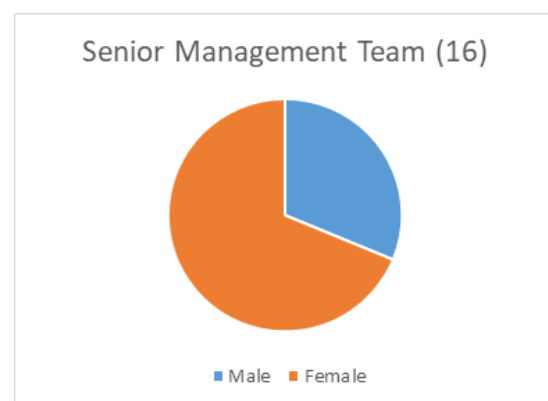
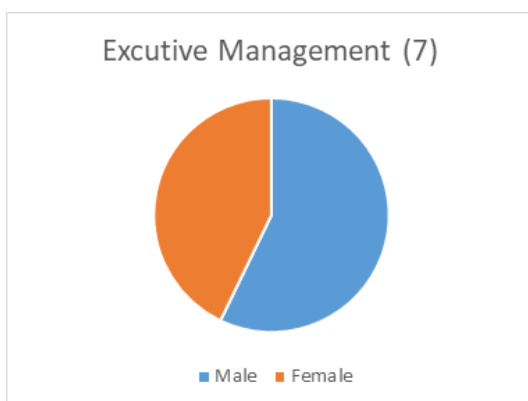


Females continue to be overrepresented in lower and lower middle quartiles. There has been a 1% increase of female representation in upper middle quartile from 2020. Female representation in the upper quartile has decreased by 4% since 2020.

## Bonus

One bonus payment was made in December 2020, all staff received the same amount. 87% of men and 90% of women from our total headcount on 4th April 2021 received a bonus within the 12-month period. The mean and median gap is 0%

## Women In Leadership



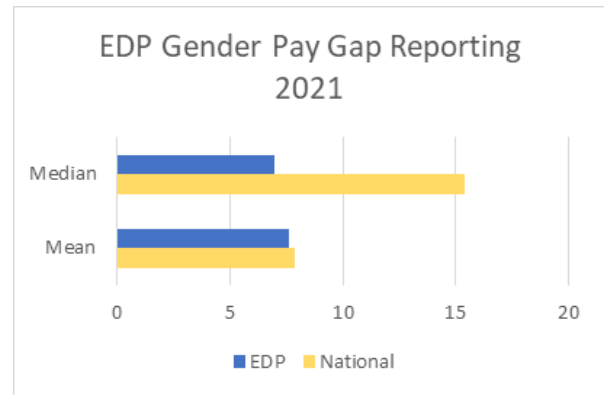
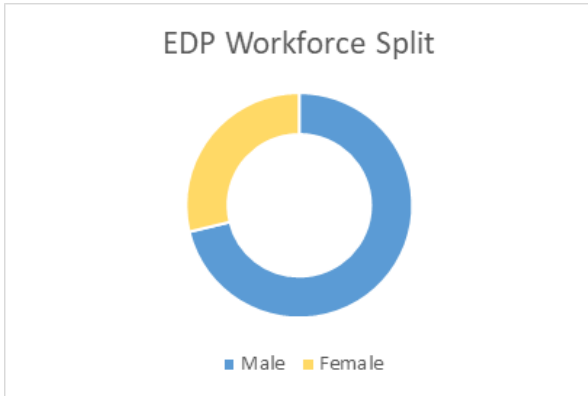
Humankind has a 57% split in favour of men within the Executive Management Team with 43% female. The Senior Management team has a 69/31 split of female/male in favour of women.

# EDP Data

EDP is a subsidiary company of Humankind.

A total of 212 staff were included in the data set for EDP for the data snapshot 4th April 2021.

151 of the workforce are female and 61 are male. This includes both full and part time staff on our payroll. The workforce has a split of 71% female and 29% male.

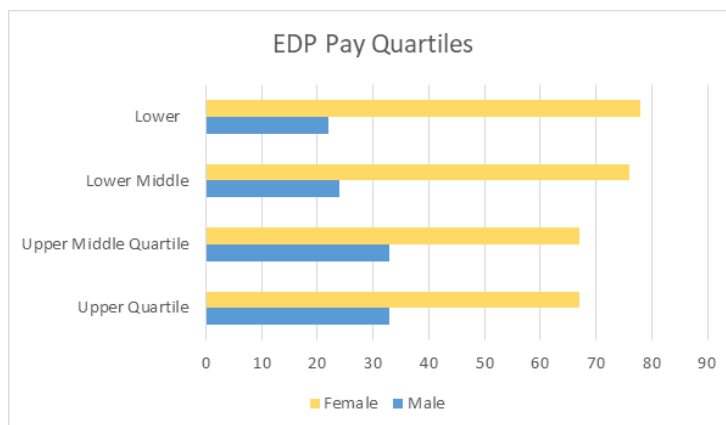


The mean pay gap within EDP is 7.6% and the median pay gap 7%. Both are better than the national average.

The pay gap has widened over the previous 12 months since 2020. The mean gap has increased by 4.31% and the median has increased by 1.72%.

In 2021, women within EDP are paid 92.4% of men's pay.

Females are overrepresented in lower, and lower middle quartiles within EDP. Males are overrepresented within the upper and upper middle quartiles.



## Our Commitment

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

- Continuing to invest in rewarding our workforce and offering enhanced family friendly policies.
- Identifying new entry pathways and attraction strategies.
- Continuing development of our Equality, Diversity and Inclusion plans and setting relevant metrics.
- Continue developing and offering career pathways for all roles and development opportunities.
- Having robust performance management processes which focus on positive behaviours, career aspirations and development across our workforce.
- Reviewing our data on a quarterly basis to identify themes and trends.

## 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 1,500 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**