

humankind®

**Gender Pay
2023 Report**



Gender Pay Results 2023

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 5th April 2023.

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.

The prescribed methodology does not take account of employee role, level, location, experience, or performance.

Organisational Context

Throughout 2022/23 the organisation has continued to deal with the effects of the COVID-19 pandemic. The cost-of-living crisis has continued to create financial pressures for the organisation and the workforce.

Humankind has launched a new five-year strategy 'Being Human'.

There has been increased funding for the drug and alcohol treatment services within the organisation following a period of disinvestment.

The recruitment and candidate market remained volatile throughout 2022/23 with retaining good people a real challenge across the health and social care sector.

The organisation is committed to paying real living wage, this has increased by 10% in 2022/23. In the year we have delivered on the following commitments

- We launched our new 5-year strategy – 'Being Human'
- We have implemented a new leadership development programme for future leaders
- We have reviewed our approach to pay for Apprenticeships
- We have grown our talent acquisition team to meet organisational needs
- We have reviewed and adapted our approach to pay responding to the market and our workforce
- We introduced a new approach to induction ensuring all new colleagues receive 'a warm welcome'

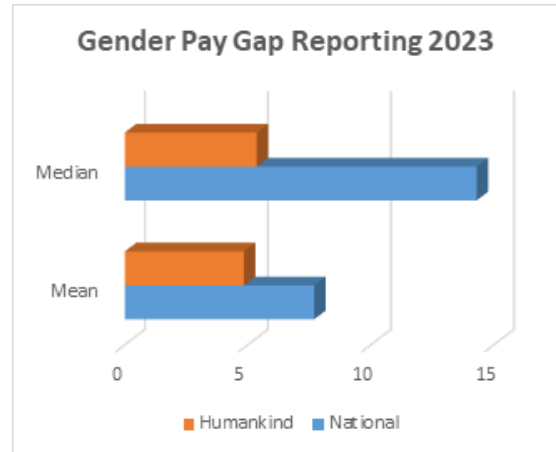
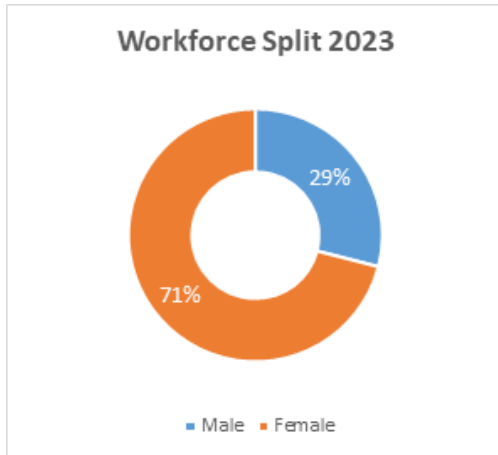
Humankind is committed to paying the workforce a fair, meaningful wage and staff pay remains a strategic priority.

Our Data Set

The data set was taken from payroll data for Humankind on 5th April 2023. A total of 1,307 staff were included in the data set, representing our total workforce on that day.

926 of our workforce are female and 381 are male. This includes both full and part time staff on our payroll. 30% of the workforce were not on Humankind terms and conditions. Since 2022 we have seen an increase in those not on Humankind terms and conditions due to TUPE activity into the organisation. An increase of 10% due to growth via TUPE. 30% of our workforce remains outside of our pay ranges and influence due to historical contractual elements.

Our Analysis



*National data taken from ONS

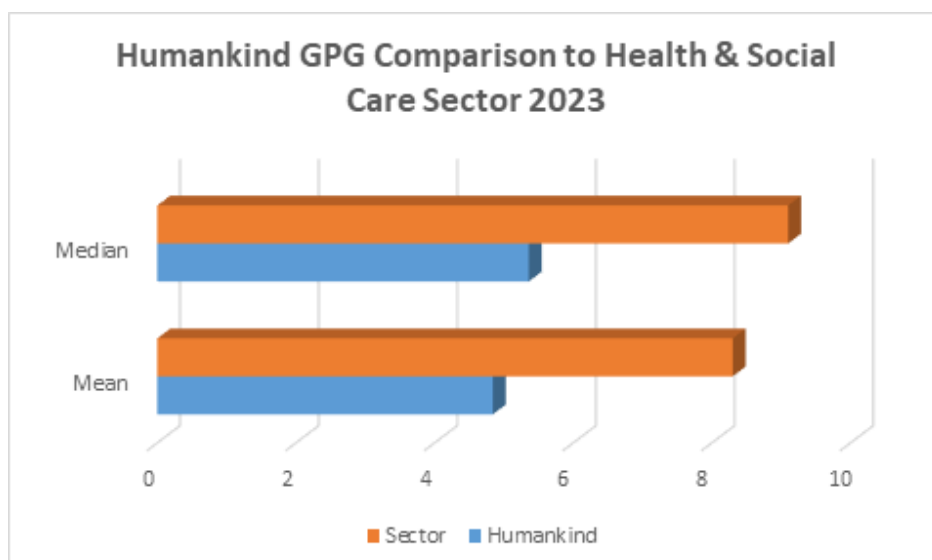
The proportion of female employees is 71% and male employees 29%. Our female and male representation has remained static year on year.

The mean pay gap is 4.84% and the median is 5.36% in favour of men. The national average mean is 7.7% and the national median is 14.3%. Humankind mean average is 2.86% ahead of the national average and Humankind median average is 8.94% ahead of the national average. The gap has reduced for both mean and median averages within Humankind when comparing against the 2022 data set. The mean has decreased by 2% and the median has decreased by 0.78%. This is a positive improvement for Humankind and demonstrates the action to close the pay gap and provide fair wages is having the right impact.

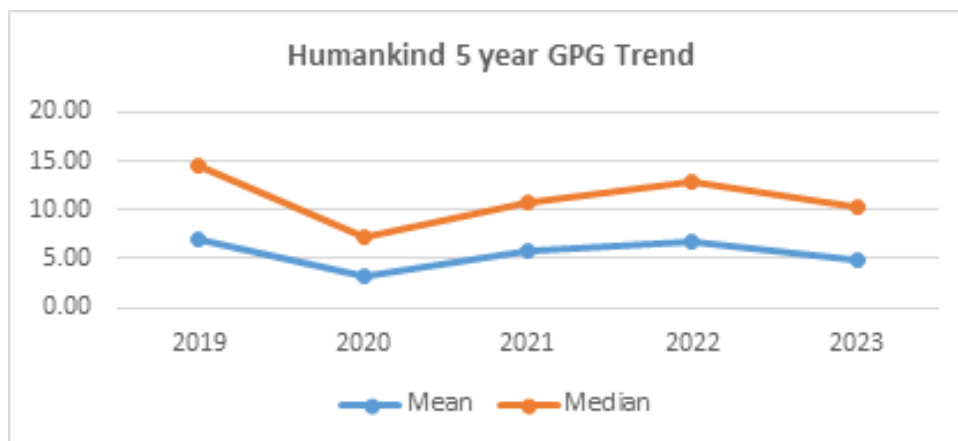
The attraction and retention of the workforce remains a strategic priority. Organisationally pay and benefits are reviewed throughout the year.

The national pay gap mean rates (ONS survey) has reduced from 8.3% to 7.7% with the gap reducing by 0.6%.

The health and social care sector mean is reported as 8.3% and the median 9.1% as reported on the government website. Humankind is ahead of the sector mean by 3.46% and the median by 3.74%.



The external market remains volatile with increased demand on health and social care sector and workforce. The cost of living crisis remains a challenges for all UK organisations and the increase in inflation.



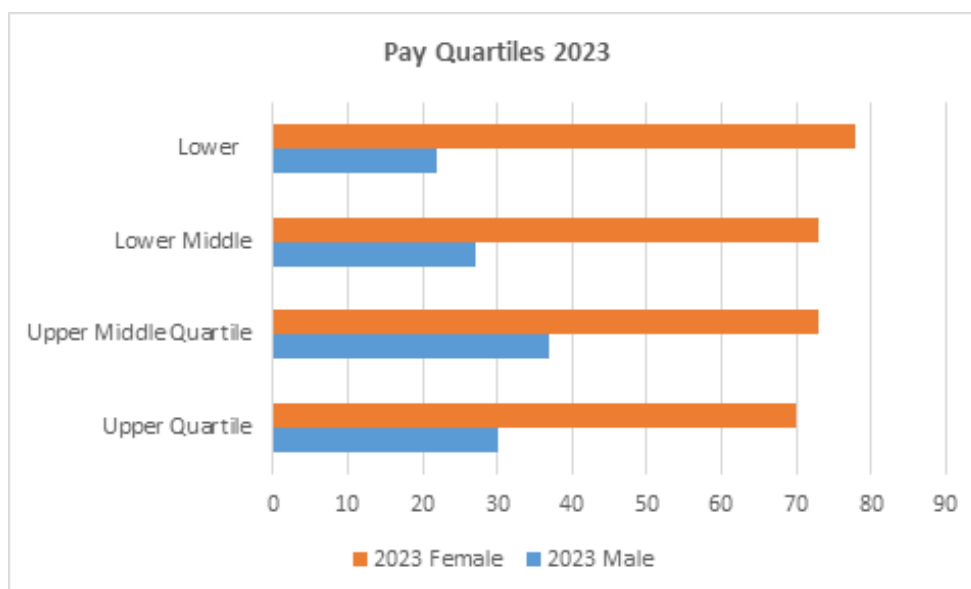
Since 2019 the gender pay gap has reduced over a 5 year period. In 2023 women are paid 95.16% of men's pay. This is ahead of the 2022 rate of 93.1% and an improvement of 2.16% since 2019.

Pay Quartiles

The total workforce was divided into four pay groups with 325 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.

There has been a 1% increase of female representation in Upper Middle Quartile and the Upper quartile remains the same as reported in 2022. There has been an increase in 1% in the female representation in the lower middle quartile since 2022.

The female representation in the upper middle quartile has increased by 4% with the upper quartile seeing a 3% increase in female representation since 2022.



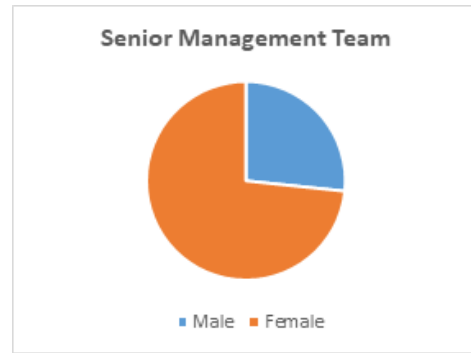
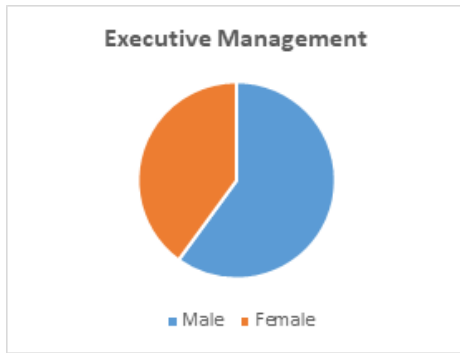
There are more women in the organisation in 2023 than in 2022. There has been a positive increase in female representation in the upper quartiles overall a 7% movement.

Bonus

A retention payment was made in March 2023 to some of the workforce within drug treatment services. This included 269 heads, 70% female and 30% male.

The mean is 2.3% and the median is 1%. The payment was based on a percentage of salary as a one-off payment.

Women In Leadership



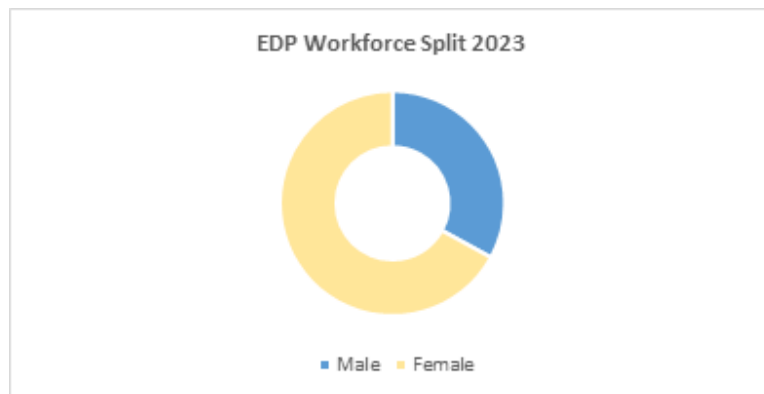
Humankind has 60% split in favour of men within the Executive Management Team with 40% female representation, this has moved by 3% in favour of men since 2022. There is no pay gap within our Executive Management Team, the pay distribution remains in favour of females.

The Senior Management team has a 73/26 split of female/male in favour of women, this is static year on year. Within our Senior Management team, there is no pay gap, women are paid head of men. This is a positive move compared to 2022 where women were paid 98% of men's salary.

EDP Data

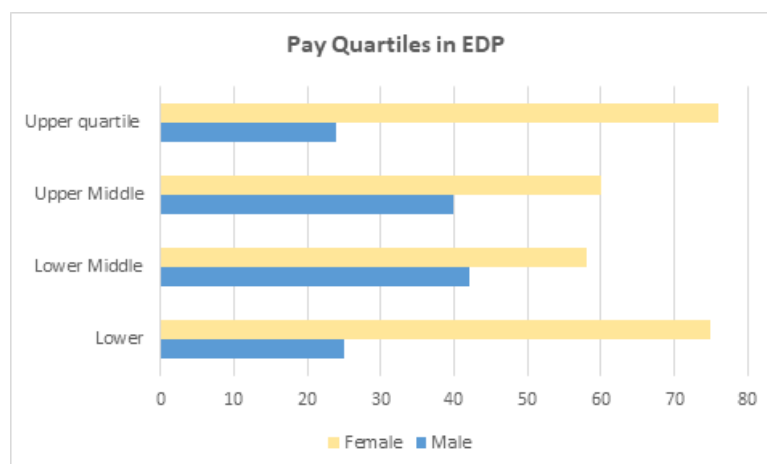
EDP is a subsidiary company of Humankind. A total of 159 staff were included in the data set for EDP snapshot 5th April 2023.

106 of the workforce are female and 53 are male. This includes both full and part time staff on the payroll. The workforce has a split of 67% and 33%. There has been a decrease in headcount and representation since 2022 due to a change in contract and TUPE out provision.



The mean pay gap is favourable to women in EDP by 2.6%. There is no median pay gap in EDP. The pay gap has closed since 2022 within EDP.

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



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, leave entitlement and benefits
- Focusing on talent attraction and retention strategies including entry pathways, apprenticeships, placements, volunteering and trainee schemes
- Developing our internal leaders and growing our own talent pipeline, promoting from within
- 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.
- Embedding robust performance management processes which focuses on positive behaviours, career aspirations and development across our workforce
- Reviewing our data on a quarterly basis to identify themes and trends.
- Review our approach to pay at all levels within the organisation and reviewing real living wage annually
- Developing succession and talent development plans for all roles
- Embed our positive, psychologically safe culture and flexible working

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 2,200 staff and around 100 volunteers providing services for over 106,000 people.

We deliver our services on a regional footprint across the North East, Bradford, Leeds and North Yorkshire, the North West, South Yorkshire, Calderdale and the Midlands, London and the South and the South West. This enables us to maximise the impact of our broad range of service offers across our regions, sharing our expertise and knowledge which in turn will lead to better provision for the people who use our services. Our specialist services include drug and alcohol, clinical, children, young people and families, health and wellbeing, employment education and training, criminal justice and offender rehabilitation, gender specific, housing and housing support services.



Paul Townsley

Chief Executive Officer