

Gender Pay Gap Report

Havencare Homes and Support Limited

2023

Overview

Havencare Homes and Support Limited is a registered charity established in 1987, making a difference with people who have learning disabilities and autism. Havencare provides homes and support that enables people to reach their potential.

As we now employ more than 250 staff, we are reporting our gender pay gap data with the snapshot date of 5th April*.

The gender pay gap is a measure of the difference between the average earnings between men and women in an organisation. Gender pay gap differs from equal pay as it is concerned with the differences in the average pay between men and women over a period of time, no matter what their role is. Equal pay is where organisations are required to ensure men and women are paid the same for doing the same work or work of equal value.

In common with the social care sector, Havencare employes predominately female staff who make up 76% of our workforce. We are confident that at Havencare, men and women are paid equally for the same work or work of equal value.

Please note that the gender pay gap regulations do not define the terms 'men' and 'women'. If an employee does not self-identify as either gender, they can be excluded from calculations for the purposes of this report (source: Gov.uk)

**The "snapshot" date is when we take a snapshot of pay information which we then publish as set out in this report.*

Gender Pay Data

Mean and Median

For reporting purposes, the **mean hourly rate** is the average hourly wage across Havencare. This means that the **mean gender pay gap** is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The **median hourly rate** is calculated by positioning all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle. Meaning the **median gender pay gap** is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man).

Category	Mean	Median
Female	£12.22	£11.55
Male	£12.22	£11.55
Gender Pay Gap	0%	0%

Pay Quartile Analysis

For reporting purposes, employees are split into **4 quartile bands*** based on pay ranges where Quartile 1 (Q1) contains the lowest paid employees and Quartile 4 (Q4) contains the highest paid employees.

Quartile (Q)*	Women	Men
Q1: Lower Quartile	69%	31%
Q2: Lower Middle Quartile	69%	31%
Q3: Upper Middle Quartile	61%	39%
Q4: Top Quartile	76%	24%

*There is a requirement to divide employees into four equal groups and report on the number of men and women contained in each pay band. Each quartile has 59 employees made up of:

- Quartile 1: 18 Male and 41 Female – this means 31% are Male and 69% are Women.
- Quartile 2: 18 Male and 41 Female – this means 31% are Male and 69% are Women.
- Quartile 3: 23 Male and 36 Female – this means 39% are Male and 61% are Women.
- Quartile 4: 14 Male and 45 Female – this means 24% are Male and 76% are Women.

Bonus

Havencare does not pay performance related bonuses.

Explanatory Narrative

As this is Havencare's first year of reporting, there are no historical comparisons or measures of progress.

Our mean and median gender pay gap of 0% shows that there is equal pay between men and women in Havencare. However, it is acknowledged that there is an under representation of males in all areas within the organisation with data showing a predominantly female workforce of 76%.

Our People Strategy – “every person matters” reflects our commitment to valuing individuality, celebrating inclusivity, and pursuing unity and we take every opportunity to recognise and invest in our people. Our bi-annual Pay Review Panels provides the framework for us to review pay, rewards and benefits and will be the forum under which we will monitor the progress of our Gender Pay Gap Action Plan.

As outlined within our Equality and Diversity Policy, Havencare are absolutely committed to equality across our workforce and believe that monitoring our gender pay information is central to ensuring that everyone is fairly remunerated and enjoy the same opportunities. Increasing transparency around Havencare's gender pay data will enable Havencare to monitor and scrutinise its policies and ensure that it puts in place effective strategies with a view to avoiding any potential gender pay gaps.

Action Plan

Steps taken to reduce gender pay gap:

- 1. Havencare does not currently have a gender pay gap.*
- 2. Monitor gender pay data and scrutinise policies to ensure effective strategies are in place to avoid and/or respond to any potential gender pay gaps.*
- 3. Encourage male applicants in roles that are clearly under-represented.*

Written Statement of Accuracy

This Gender Pay Gap Report has been produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the “Regulations”), calculated using raw data captured from the pay period ending 31st March 2023. The data in this report relates to Havencare Homes and Support Limited.

A copy of this report will be published on Havencare’s website and on the specified government website where it will remain accessible to the public and all Havencare’s workforce for a minimum of 3 years.

Phil Morris, Chief Executive Officer of Havencare Homes and Support Limited, 10-12 Union Street, Plymouth, PL1 2SR confirms that the information contained within this report has been collected from the 5th April 2023 payroll data in accordance with the Regulations and the data contained in this report is accurate.

Signed:



Dated:

28/03/2023