



HELEN & DOUGLAS HOUSE GENDER PAY GAP DATA

Helen & Douglas House as an employer of more than 250 employees is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. These are; average gender pay gap as a mean average, average gender pay gap as a median average, average bonus gender pay gap as a mean average, average bonus gender pay gap as a median average, proportion of males receiving a bonus payment and proportion of females receiving a bonus payment, proportion of males and females when divided into four groups ordered from lowest to highest pay.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th 2017.

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We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

Helen and Douglas House collected our data on the 5 April 2017 when our paid workforce consisted of 266 employees.

Median and mean hourly earnings

At 5 April 2017, the median and mean male and female hourly earnings were as follows:

	Male hourly earnings (£)	Female hourly earnings (£)	Difference (£)	Single figure pay gap (%)
Mean	13.43	15.58	-2.15	-16.0
Median	11.85	13.06	-1.21	-10.2

The information shows that a negative gender pay gap exists as women's average hourly earnings are higher than men's. This also means that a gender pay gap exists when median and mean average earnings are compared.

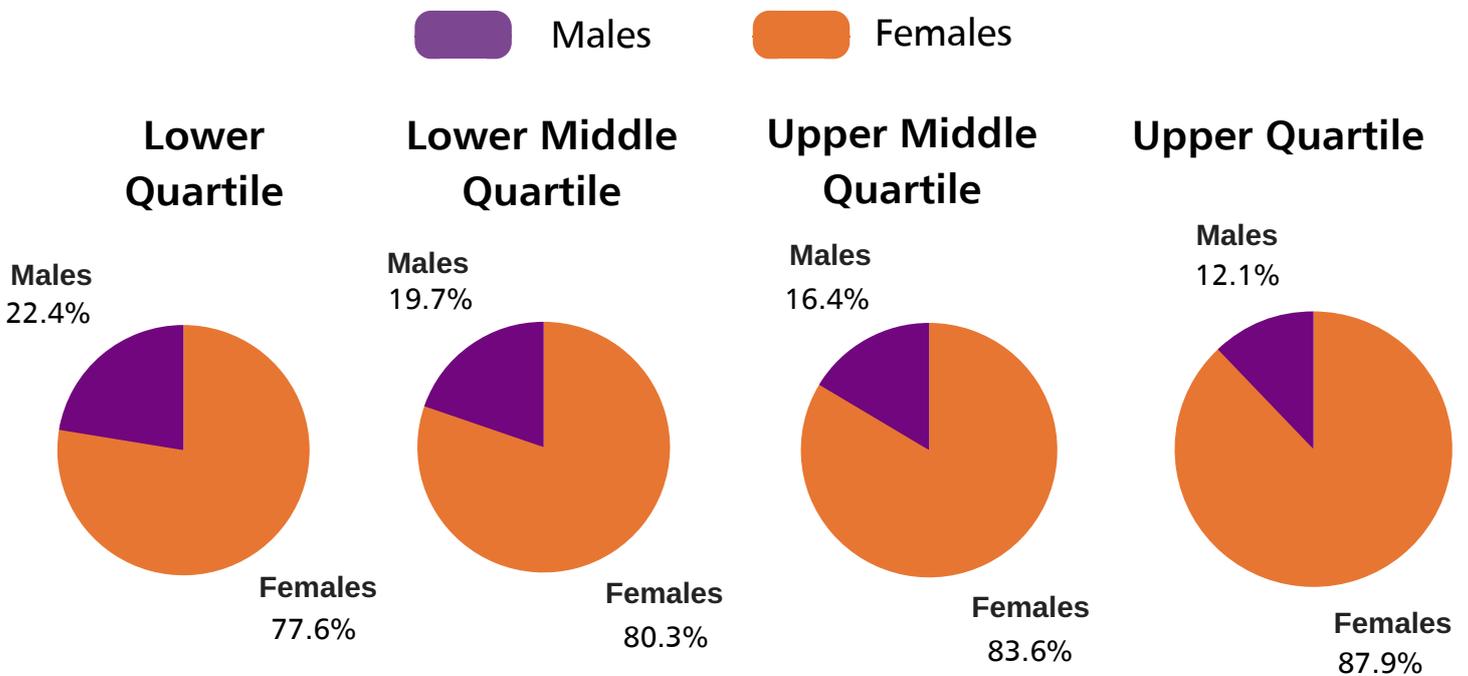


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	Bonus pay gap (%)		Proportion of workforce receiving a bonus (%)
Mean	0.0	Mean	0.0
Median	0.0	Median	0.0

The mean and median bonus gender pay gap is zero as no employees received a bonus payment over this period.

Proportion of males and females in each pay quartile %



Like many employers in the care sector, Helen & Douglas House employs more women than men but there are proportionately more women than men across all levels of the organisation.

We have a range of family friendly and flexible working policies to support parents and carers. This includes supporting women who take time off to have children and assisting with their return to work. We offer enhanced maternity pay, paternity pay shared parental leave and adoption leave pay, We also offer flexible working hour and encourage and support remote working where appropriate. Helen & Douglas House is proud of its flexible, family-friendly employment policies and practices.