

HELP FOR HEROES
2019 GENDER PAY
GAP REPORT

HELP for
HEROES

DIVERSITY AND INCLUSION AT HELP FOR HEROES

The passion and capability Help for Heroes' people is what make the difference for veterans and their families.

James Needham

James Needham
Chief Operating Officer

We exist to give our nation's Heroes one less battle to fight. To enable them to live secure and healthy lives, with purpose.

We make this promise because it's what they and their families deserve.

We are a collective force for good and accept responsibility for generating the funds through public support to make remarkable things happen.

We are a small Charity, spread across the country, and proud to attract talented people from all walks of life into an environment that inspires and enables personal growth and development.

Since bursting into the charity sector in 2007, we have always fostered a culture that promotes diversity and women in the workplace, and strongly believe that a truly equal environment leads to greater fulfilment for our staff, supporters and beneficiaries.

WHAT IS THE GENDER PAY GAP REPORT?

Regulation

There is a requirement to publish the mean and medium gender pay gap along with the proportion of men and women in each pay quartile.

Bonusses are not used across the Charity and so there is no reporting on this.

Average pay

This report measures the difference between the average pay of men and women regardless of their job role, accountabilities and responsibilities.

This measurement is different from equal pay where men and women completing the same work would be compared directly.

Gender Pay

The gender pay gap is the difference in average pay between male and female employees, expressed as a percentage of men's pay.

This report is taken from payroll information taken on 6th April 2019 and is based on 339 relevant full-pay employees.

DEFINITIONS

Mean pay gap

Calculated by comparing the average hourly rate of all women against the average hourly rate of all men.

This measure highlights the different number of women and men in all roles across the Charity. It has nothing to do with the equivalent pay of a woman and a man doing the same work.

Median pay gap

Compares the difference in hourly rate of women and men in the middle of their respective pay groups.

For example, if all women lined up in order of their hourly rate, the person in the middle of this line would be the median. This is then compared to the men's median.

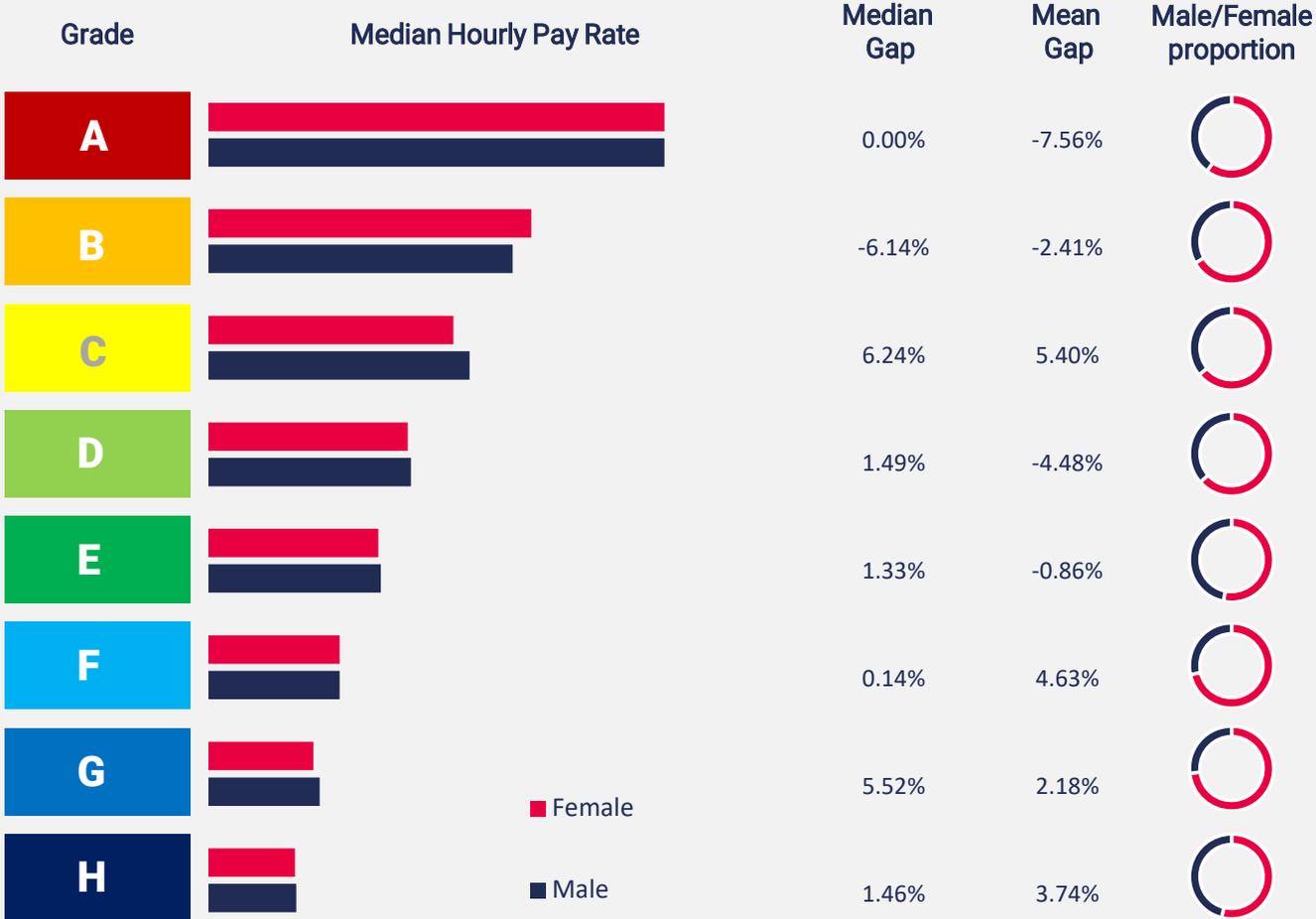
This measure also highlights the different number of women and men in all roles across the Charity.

Quartiles

When all relevant full-pay employees line up in order of their hourly rates, we can review the gender balance of each quarter and compare this to the proportion of women and men overall.

For example, in the fourth quarter (i.e., the highest paid quarter) women represent 60% of the group and this is the same as the overall percentage of women working at Help for Heroes.

WE HAVE A CLEAR PAY AND GRADING STRUCTURE



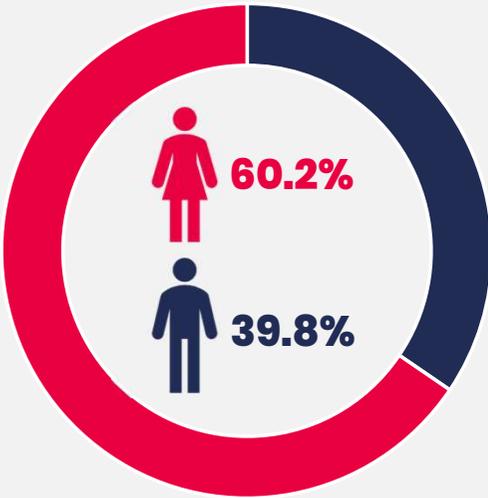
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At Help for Heroes we have a clear pay and grading structure which ensures that roles with similar accountabilities are paid fairly across the Charity.

In 2019, the median gender pay gap within these grades shows women earning between 6% less than men through to 6% more than men.

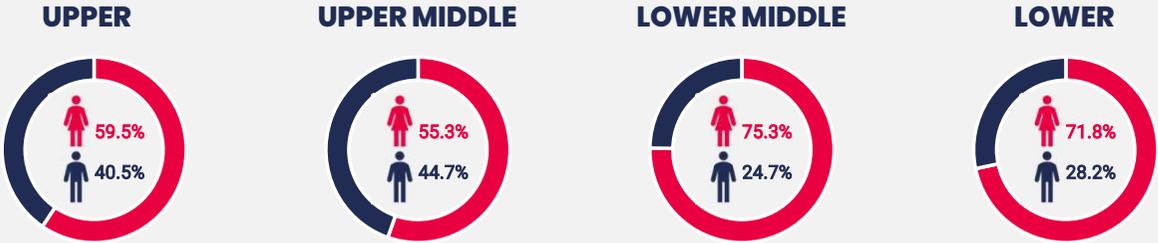
WOMEN OCCUPIED 60% OF THE CHARITY'S HIGHEST PAID ROLES IN 2019

Overall 2019 ratio of male and female employees



At Help for Heroes in 2019, 60% of employees are women and women occupy 60% of our highest paid roles.

In our lower and lower middle paid roles, women occupy 72% and 75% of roles. This has a significant impact on the gender pay gap which measures the difference between men and women across the whole Charity.

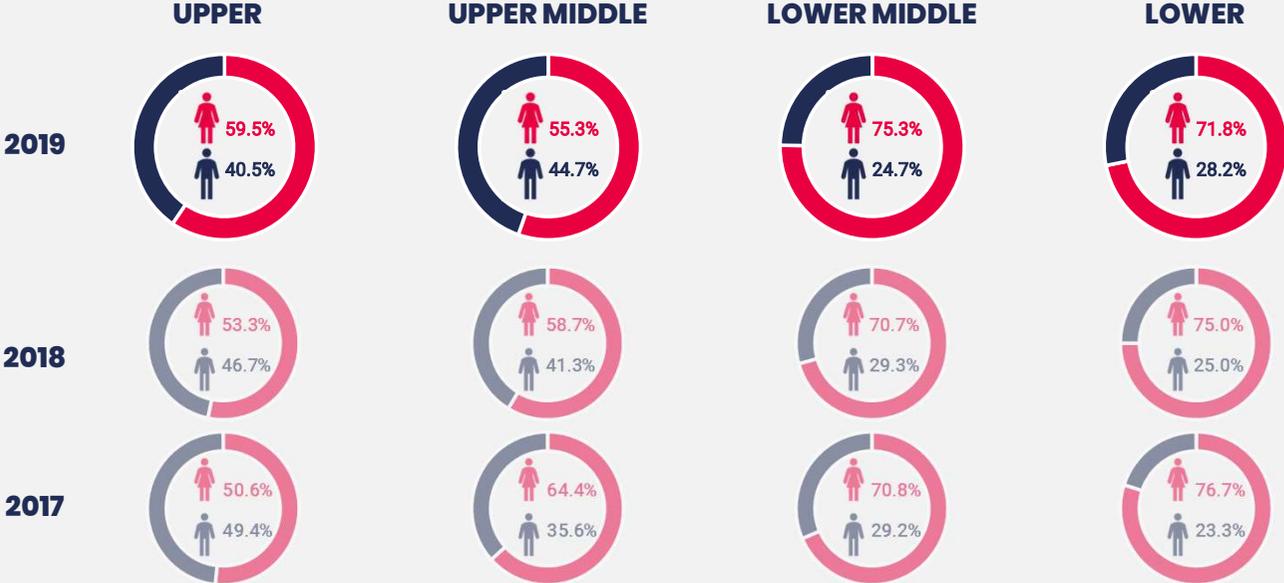


YEAR ON YEAR CHANGES

At Help for Heroes our longer-term goal is to reduce the gender pay gap and ensure women are equally represented across each pay group.

Comparing the proportion of women in each pay quartile shows that there is greater representation of women in our lower and lower middle roles than the overall average of 60%.

Whilst there has been a steady increase in the percentage of women in our highest paid roles over the last three years, we have a way to go to bring equal representation in each quartile.



HELP FOR HEROES GENDER PAY GAP 2019

Mean gender pay gap



£28.15*



£29.64*

10.34%

The average pay for women is 10.34% less than the average pay for men. This is an improvement of 4.2% points compared to 2018 and highlights the different number of women and men in all roles.

Median gender pay gap



£25.38*



£28.31*

15.95%

Median women's pay is 15.95% less than the median pay of men. This is a small improvement on 2018 and, again, highlights the affect of the difference number of women and men in different roles.

* ACAS hourly rate calculation