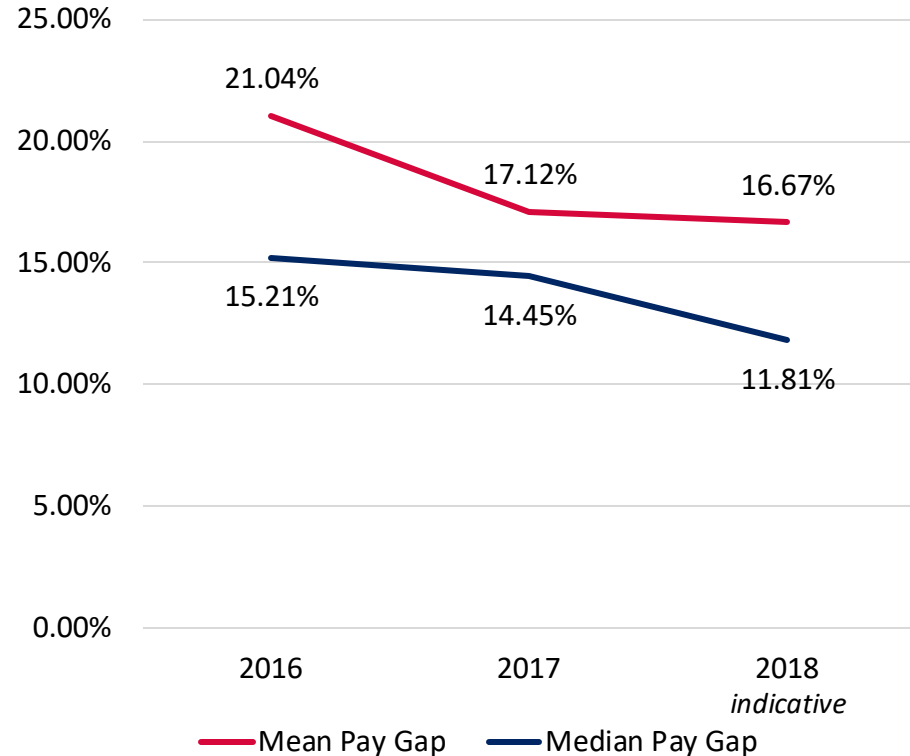


GENDER PAY GAP REPORTING 2017



GENDER PAY GAP - HEADLINES



Data is correct as at 5 April 2017, and shows **Mean gap of 17.12%**, and **Median gap of 14.45%**

Retrospectively comparing to 2016, this shows an improvement of **~4% Mean** and **~0.8% Median**

THE NUMBERS INSIDE...

	Mean	Median		Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Males	£18.57	£16.13	Min	£6.13	£11.47	£14.31	£18.25
Females	£15.39	£13.80	Max	£11.47	£14.31	£18.24	£65.29
Pay Gap	£3.18	£2.33	% Males	23.30%	29.20%	35.60%	49.40%
% Gap	17.12%	14.45%	% Females	76.70%	70.80%	64.40%	50.60%

WHAT ARE WE DOING?

Help for Heroes has introduced a new Pay and Grading policy with the aim to attract and retain top quality talent irrespective of gender.

In April 2017, the National Median gender pay gap was 18.4% (Data from Office of National Statistics). The aim of H4H is to ensure the gap continues to drop below 10% by April 2019

