

HELP FOR HEROES 2018 GENDER PAY GAP REPORT

HELP for
HEROES

DIVERSITY AND INCLUSION AT HELP FOR HEROES

The passion and capability of everyone in Help for Heroes is what we count on to make the real difference.



Susan Turnbull
People Director

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 the collective Force for Good who accepts this responsibility. We will generate the fund and public support to make remarkable things happen.

We are a small organisation spread across the country, and we are proud to attract talented people from all walks of life into an environment that inspires and enables personal growth and development, with a morally-responsible approach to pay and reward.

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 our beneficiaries.

WHAT IS THE PAY GAP REPORT?

Regulation

Since April 2017, UK Government has introduced regulation for all employers with at least 250 people to share their gender pay gap data

Equal Pay

We believe that equal pay is deserved for equal work.

Our pay policy has been reviewed this year with a third party to ensure consistency

Gender Pay

The Gender Pay Gap is the difference in the average pay of all the male employees and all the female employees across the organisation.

As a charity, we don't pay bonuses, so this is a measure of paid salaries only.

DEFINITIONS

Mean

The Mean average is calculated by taking all the values for hourly pay, for men and for women, and dividing this by the number of people in that respective population

Median

The Median average is the middle-most value, if all the hourly rates of pay for men and for women were placed in a line

The Gap

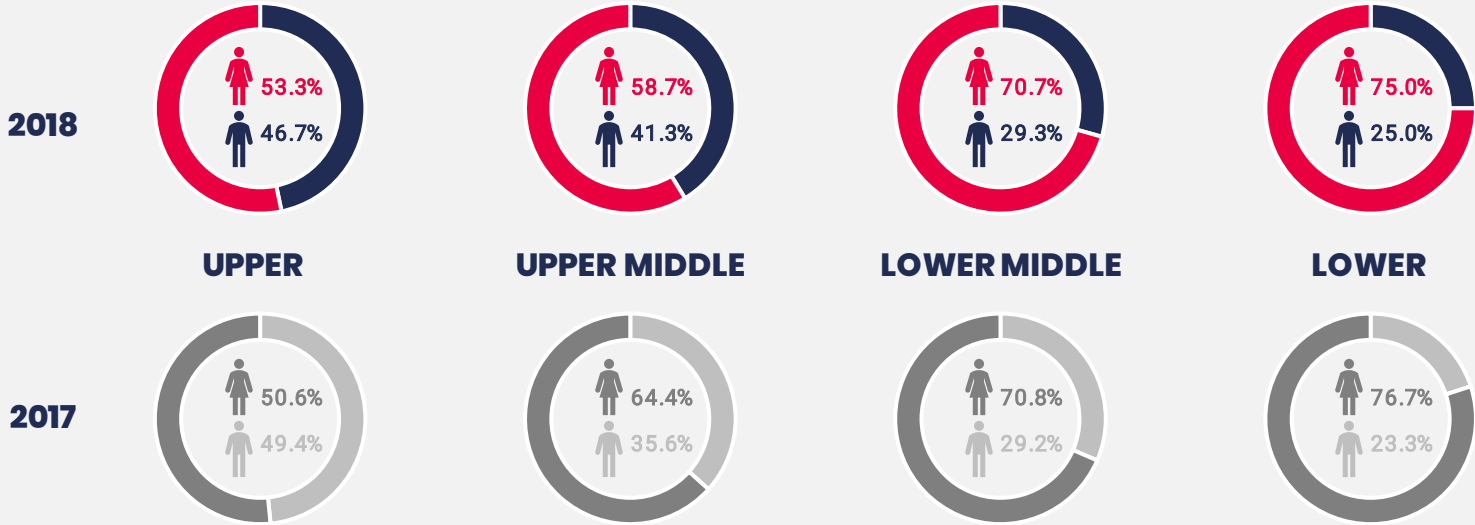
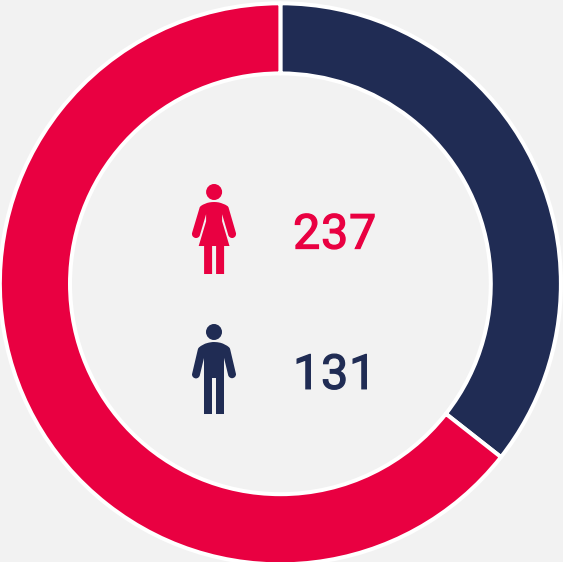
The Gap is the difference between the male and female hourly rates, expressed as a percentage of the male hourly rate

OUR DATA EXPLORED

The data for this report was collected on 6 April 2018, at which point we had 368 employees eligible for reporting

We continue to attract more females into our entry level roles, and are actively reviewing how we can make these roles more appealing for male candidates.

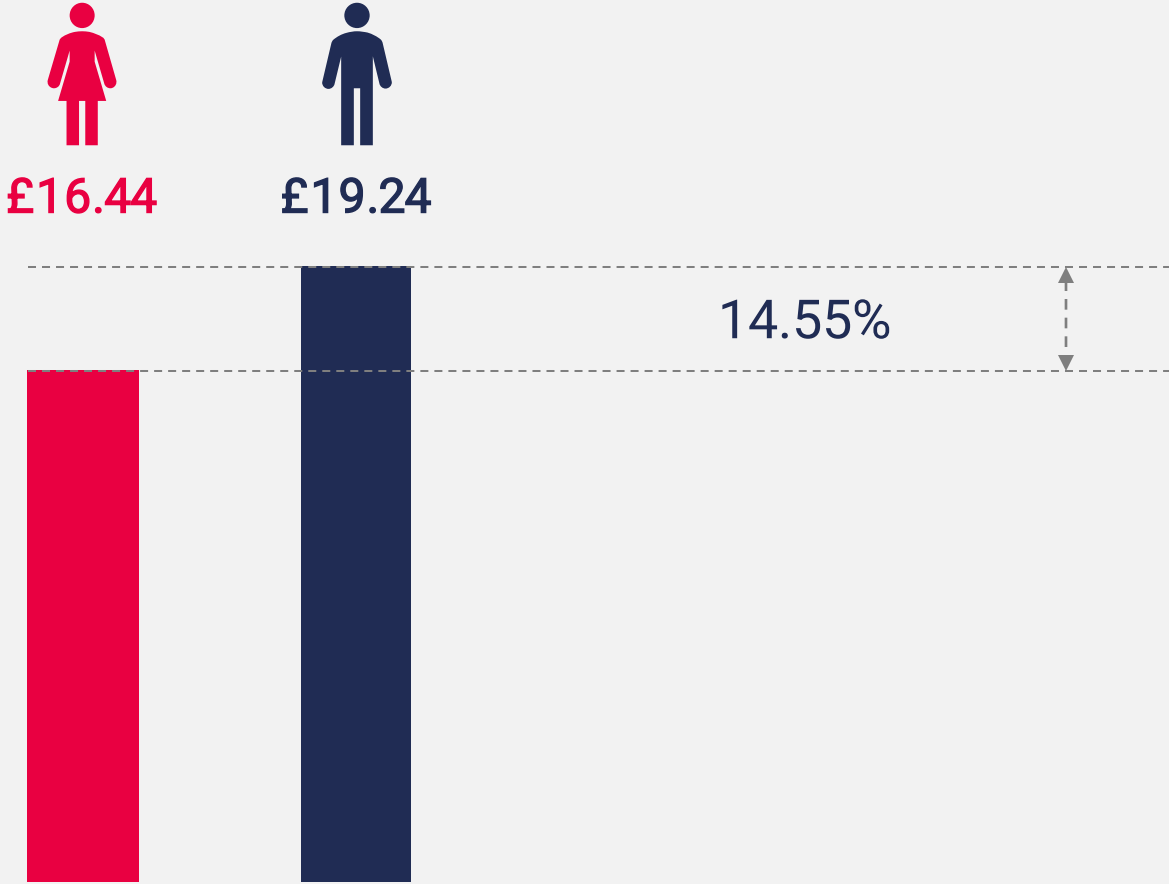
This can be seen in both the lower middle / lower quartiles.



HELP FOR HEROES GENDER PAY GAP – MEAN AVERAGE

Our Gender Pay Gap report has been produced in accordance with the UK Government’s calculation guidelines for Mean and Median averages.

The Mean is calculated by totalling all of the hourly rates for males and females, and dividing by the number of male or female employees respectively



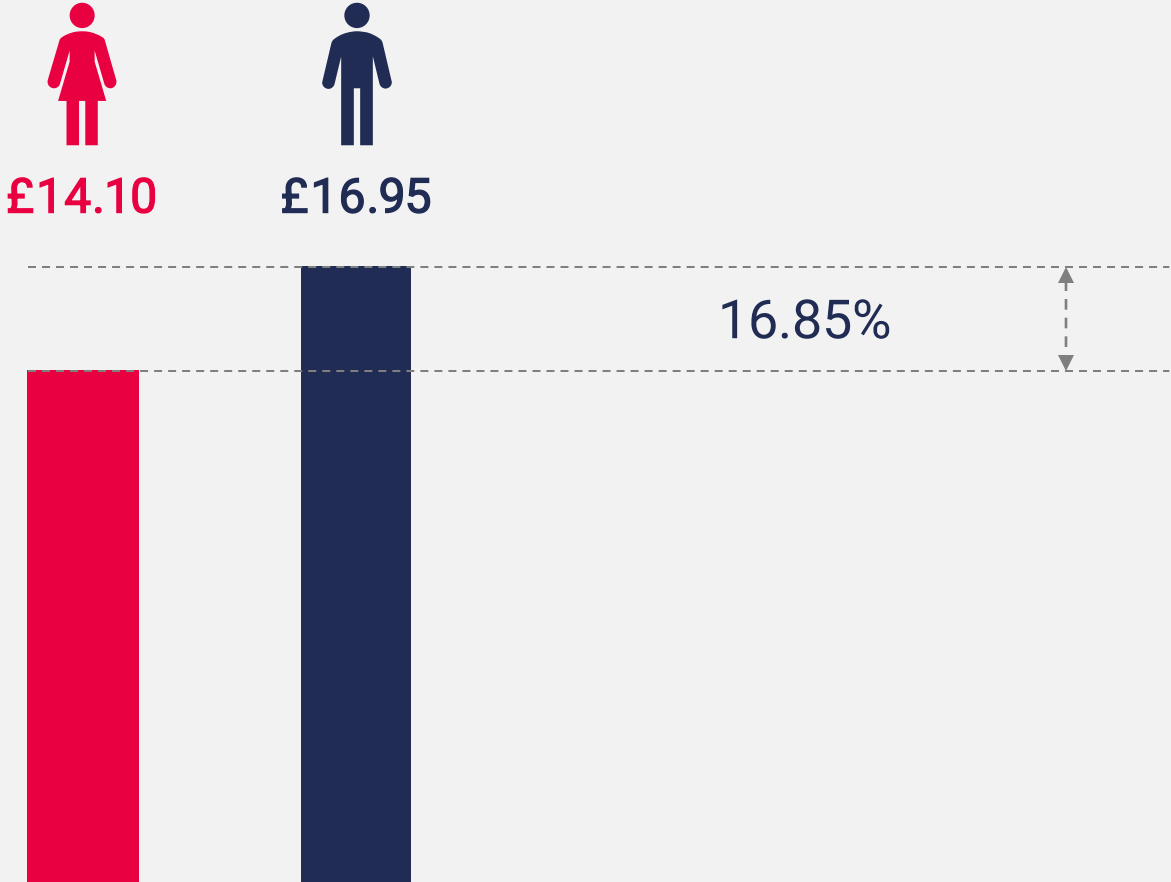
HELP FOR HEROES GENDER PAY GAP – MEDIAN AVERAGE

When the respective hourly rates of all our 131 male and 237 female employees are placed in order, the median values are:

119th female - £14.10

66th male - £16.95

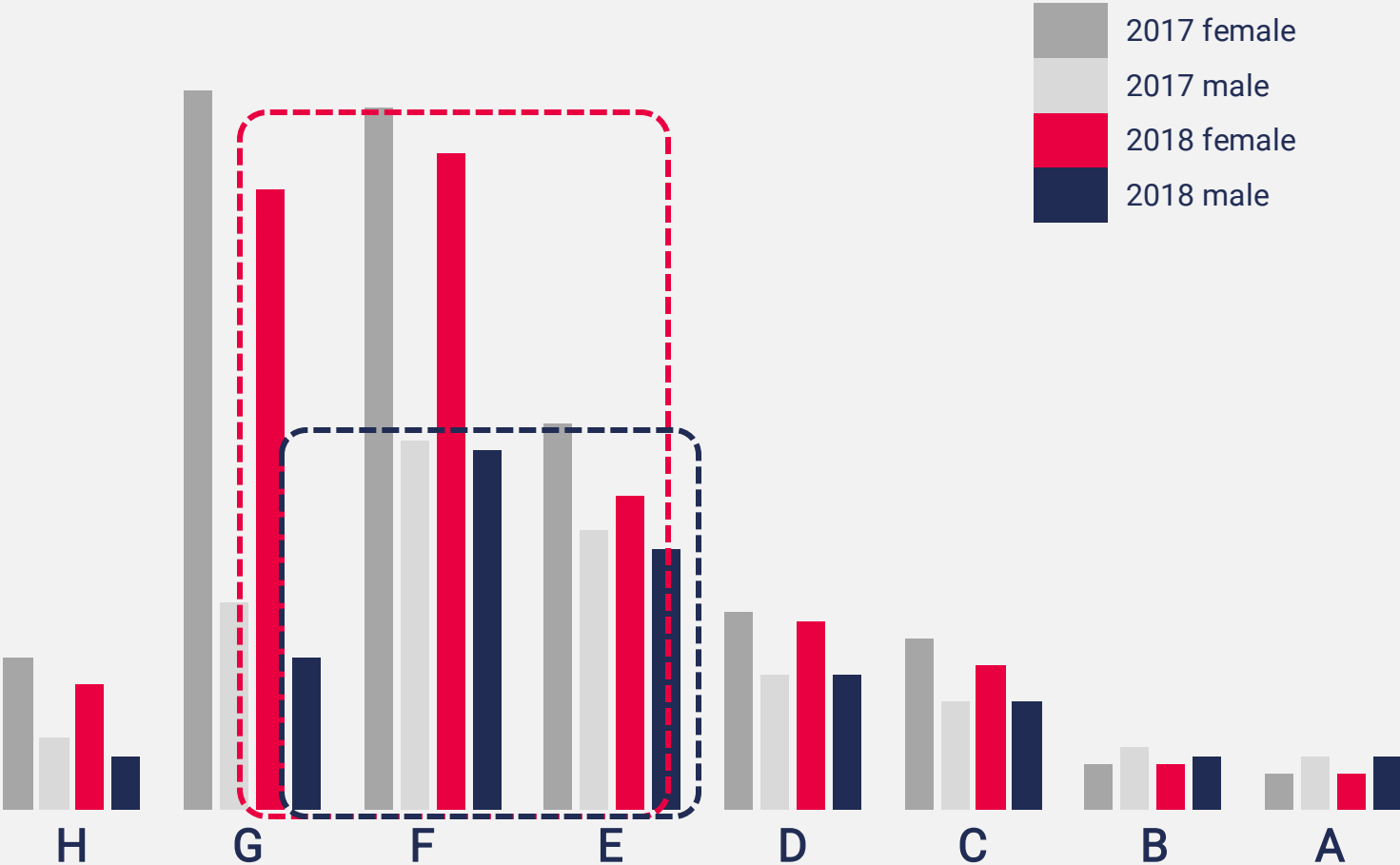
Our challenge of attracting males into our lower and middle roles continues to adversely impact the location of the median



HOW DOES THIS WORK AGAINST THE H4H GRADES?

Pay and Grading in October 2017 was introduced to bring consistency to our pay structure

The distribution of our female and male populations gives clear evidence as to the most significant influence over both the **median** and **mean** averages



HOW DOES THIS WORK AGAINST THE H4H GRADES?

We already know the female population are over-indexed in our lower quartiles, and the lower grades in the H4H pay structure.

The median pay gap within each of our grades indicates that we maintain a good level of equality throughout our hierarchy, with females being paid more in most of our grades

