

# HELP FOR HEROES 2020 GENDER PAY GAP REPORT

**HELP** for  
**HEROES**

# 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.

Bonuses are not used across the charity and so there is no reporting on this.

Requirements dictate that 149 employees have been excluded from this report for statutory purposes, or because they were furloughed using the Government's Coronavirus Job Retention Scheme.

## 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 are directly compared.

## Gender Pay

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

This report is taken from payroll information as at 5th April 2020 and is based on 173 relevant full-pay employees.

# DEFINITIONS

## Mean pay gap

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

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

## Median pay gap

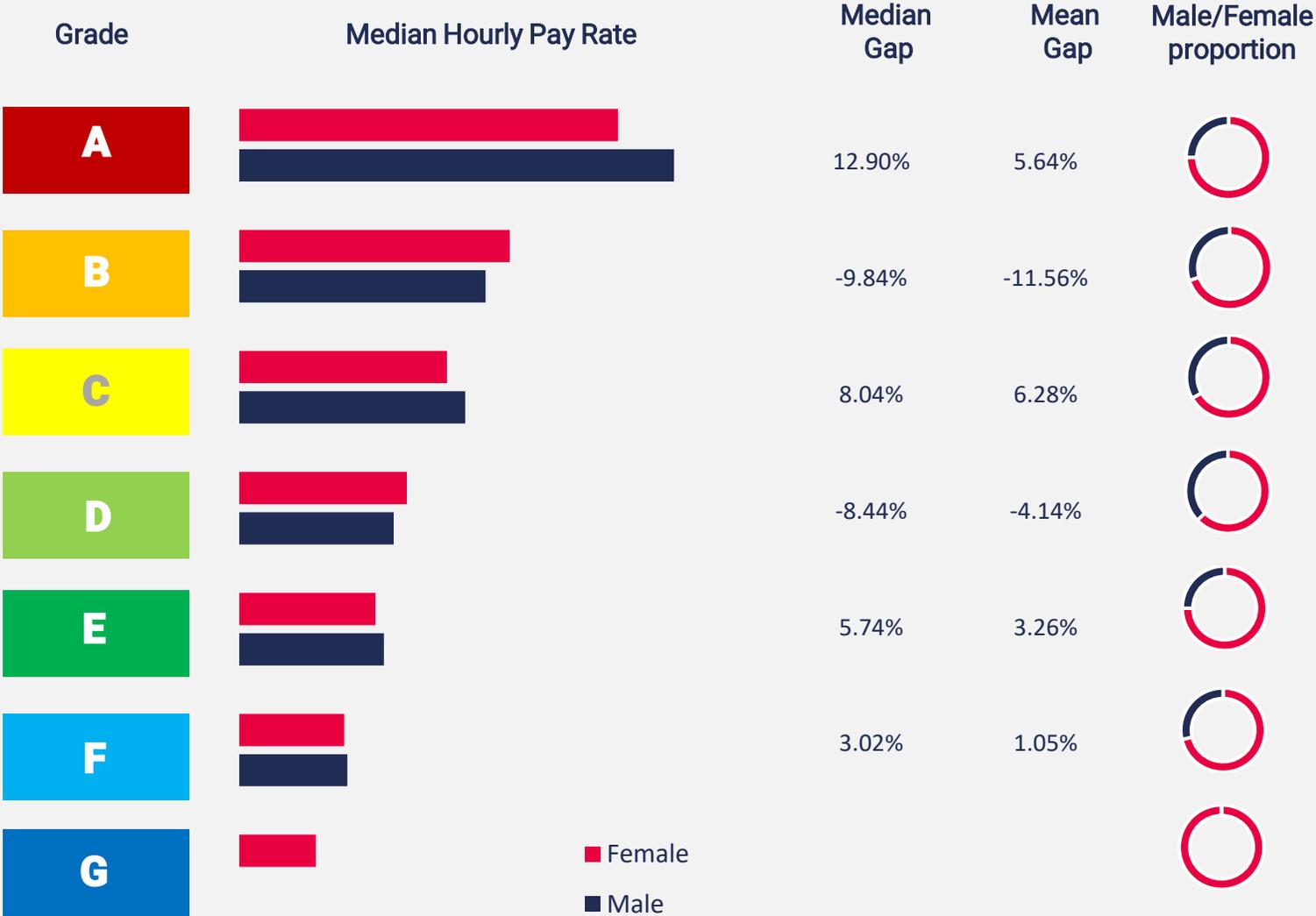
Compares the difference in hourly rate of men and women in the middle of their respective pay groups.

For example, if all men 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 women's median.

## Quartiles

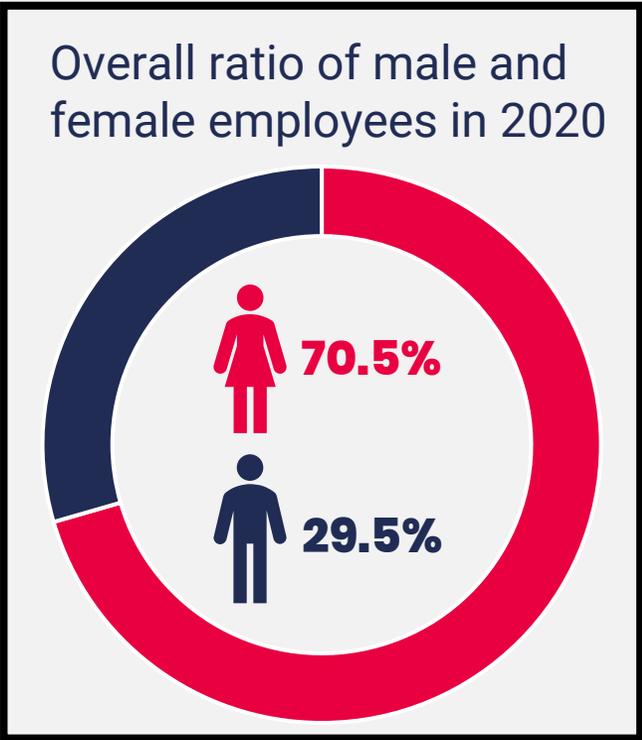
When all relevant full-pay employees line up in order of their hourly rates, we can review the gender balance of each quartile and compare this to the proportion of men and women overall.

# WE HAVE A CLEAR PAY AND GRADING STRUCTURE



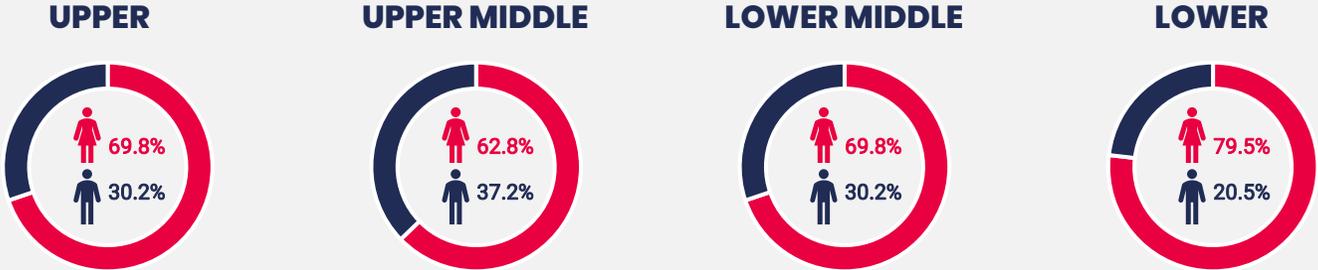
At Help for Heroes we have a clear pay and grading structure which ensures that roles with similar accountabilities are paid fairly across the charity.

# WOMEN OCCUPIED 70% OF THE CHARITY'S HIGHEST PAID ROLES IN 2020

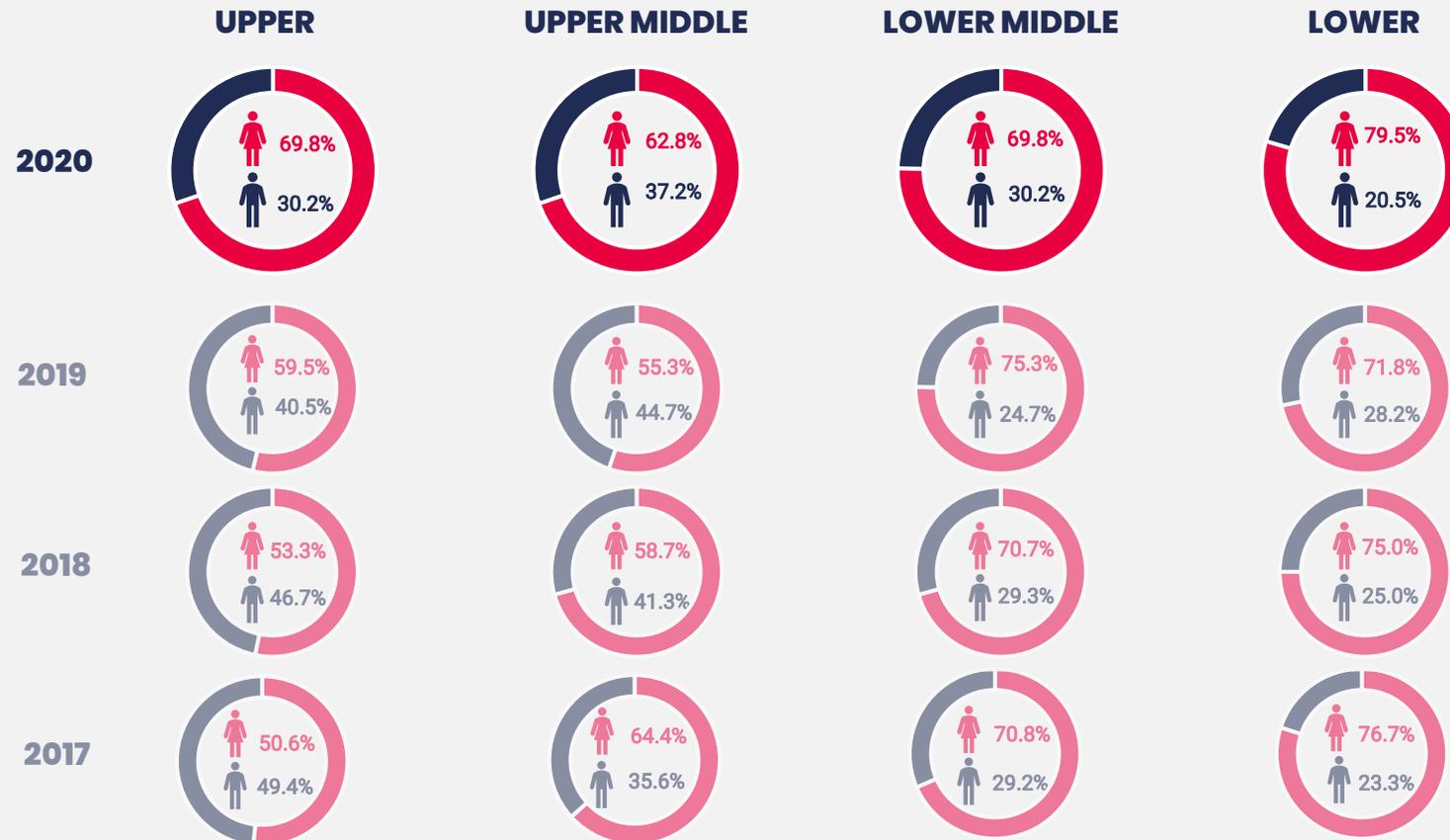


At Help for Heroes in 2020, 70% of employees are women and women occupy 70% of our highest paid roles.

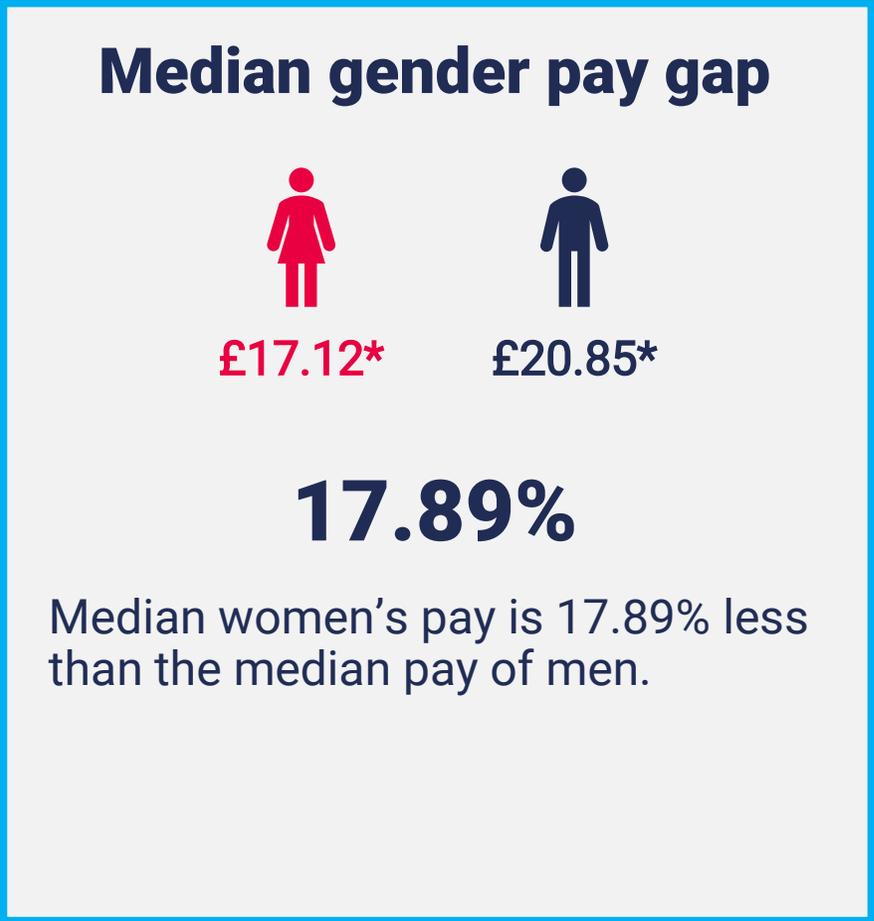
In our lower and lower middle paid roles, women occupy 80% and 70% of roles, respectively. This has an impact on the gender pay gap which measures the difference between the average pay of men and women across the whole charity.



# YEAR ON YEAR CHANGES



# HELP FOR HEROES' GENDER PAY GAP 2020



\* ACAS hourly rate calculation