

Gender pay gap report

Organisations with 250 employees and over are required to report annually on their gender pay gap with effect from 4th April 2018; the information will be published on organisational websites. This disclosure should cover the pay period to 5th April 2017.

The gender pay gap is a high-level snapshot of pay within an organisation and shows the difference in the average pay between all men and women in a workforce. The gender pay gap does not equate to the existence of an equal pay problem, albeit a gender pay gap may be a trigger for further investigation about the reasons why the gap exists. Equal Pay is a more specific legal requirement pertaining to the requirement for men and women carrying out comparable jobs to be paid equally.

This report outlines the NHH position in relation to gender pay gap reporting, and corrective steps to address the gaps.

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Salary data used for this report is based on employee pay on the snapshot date of 5th April 2017, as well as bonus pay between 1st April 2016 and 31st March 2017.

Reporting Criteria	NHH result
Mean gender pay gap in hourly rate	21.18%
Median gender pay gap in hourly rate	26.37%
Mean bonus gender pay gap	Not applicable, as no bonus has been paid
Median bonus gender pay gap	
Proportion of male and female employees paid a bonus in the 12 months ending 31 March	

Quartile	Total in each quartile	Male	Female	Male %	Female %
Upper	65	38	29	58	45
Upper middle	65	22	43	34	66
Lower Middle	65	14	51	22	78
Lower	65	12	53	18	82

Our gender pay gap is 21%, 3% above the national average.

We are disappointed with the gender pay gap at North Hertfordshire Homes and intend to eradicate a gap as soon as possible by implementing a range of Board approved mitigations. Although our pay gap is lower than the national average once staff that are externally commissioned are removed, it is not a situation we take lightly. Forty per cent of our Leadership Team consist of women but there is more we can do throughout the organization.

We are taking immediate action by investing in mentoring and coaching schemes for all employees, with particular emphasis on enabling female staff progression into senior roles. In addition, we are promoting modern working practices when recruiting staff, offering greater flexibility such as job sharing, part-time and home working.

There is always more that can be done, and to this end, a comprehensive action plan is in place. We will implement these positive changes in order to eradicate our gender pay gap as soon as possible and are committed to supporting our female employees so they can develop their talents and access further opportunities within North Hertfordshire Homes in the future”.