

## 2017 Gender pay gap report

Since 31 March 2017, The Equality Act 2010 (Specific Duties and Public Authorities) Regulations have taken effect which means any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.

Gender pay reporting is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work with equal value. It is unlawful to pay people unequally because of their sex. **The gender pay gap shows the difference in average pay between all men and women in a workforce.** This involves carrying out a number of calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee's data.

The snapshot date which HUC have used to calculate the data below is 5 April 2017.

### 1. Proportion of men and women employed by HUC

We paid 777 employees. The illustration shows the proportion of men and women that were relevant employees at this point.



### 2. Pay and Bonus Gap

The table below shows our overall mean and median gender pay gap based on hourly rates of pay as at 5 April 2017. It also captures the mean and median differences between bonuses paid to men and women in the year

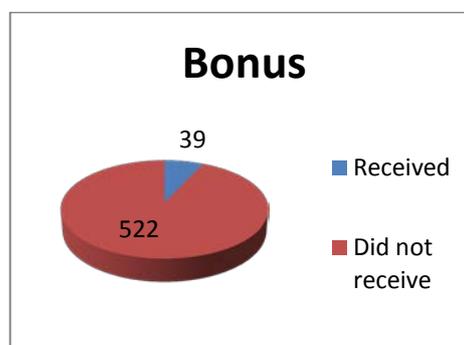
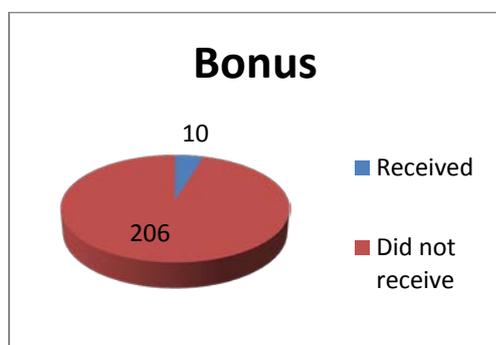
up to April 2017. Bonuses include any incentives awarded as vouchers i.e. our recruitment finders scheme.

**Difference between men and women based on men’s pay (as per guidelines)**

	Mean	Median
Hourly Fixed Pay	-5.38%	-10.40%
Bonus Paid	7%	14.28%

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men’s earnings. In simple terms the above indicate that for HUC the average woman’s pay is greater than a man.

**3. Proportion of colleagues awarded a bonus**

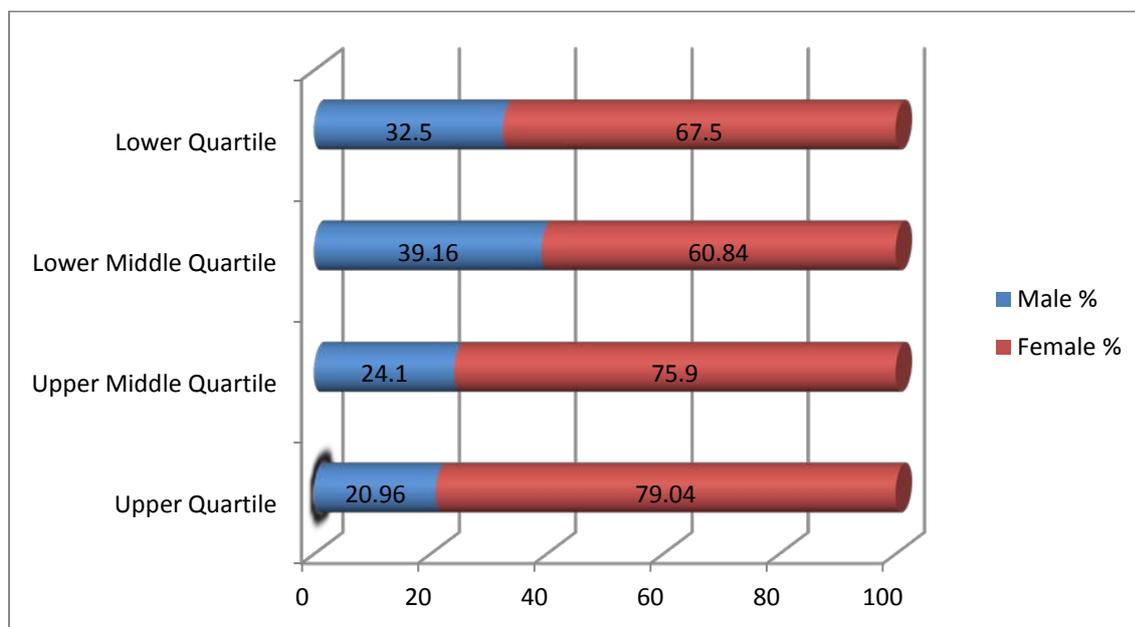


The majority of payments made under this category are for the recruitment finders fee.

Both male and female employees are equally encouraged to participate in this incentive scheme.

Any bonuses paid to employees are discretionary and at present there are no plans to introduce any performance or profit related bonus scheme at HUC.

## 4. Pay Quartiles



As per the guidelines the above illustrates the gender distribution at HUC across four equally sized quartiles each containing 166 full pay relevant employees.

The results highlight that the gender pay balance of men and women in the lower and lower middle quartile fall above and below our gender split (men +4.5% & 11.16% / women -4.5% & -11.5%). However in the upper and upper middle quartile it falls below and above the workforce respectfully (men - 3.9% & - 7.04% / women +3.9% & 7.04%). Put simply we have more women in higher paid roles.

Our aim is to monitor our gender balance in all quartiles throughout the business to match our male and female ratio. If this gap increases significantly we will identify why the gap has increased and how we can reduce the differential.

We are confident, as many of our roles have set pay rates, in particular in the lower and lower middle quartiles, that men and women are paid equally for doing equivalent jobs across our business. Our success is built on the strength of our teams and while it can be challenging at times we are proud to offer a rewarding and caring environment.

I confirm that this data reported is accurate as at 5 April 2017.



Becky Turner

HR Director

28 March 2018