OUR 2018 GENDER PAY GAP REPORT

With effect of 31st March 2017, The Equality Act 2010 (Specific Duties and Public Authorities) Regulations came into force which meant 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 they are a man or woman. The gender pay gap shows the difference in average pay between all men and women in a workforce.

Proportion of men and women employed by HUC

The data used for this exercise is taken at the snapshot date i.e 5 April 2018. At this point we paid 897 employees. The below illustration shows the proportion of men and women that were relevant employees at this point in time.

| 253	644
28%	72%

Pay and Bonus Gap

The table below shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2018). It also captures the mean and median differences between bonuses paid to men and women in the year up until April 2018. At HUC bonuses are not generally awarded for performance, but there are incentive schemes i.e. introduction schemes that are awarded in vouchers. There is a requirement to include these in the figures.

	Difference between men and women	
	Mean	**Median**
Hourly Fixed Pay	4.5%	-4.7%
Bonus Paid	47.3%	33%

Proportion of colleagues awarded a bonus or Incentives

Bonus

22
231

- Received
- Did not receive

Bonus

64
580

- Received
- Did not receive
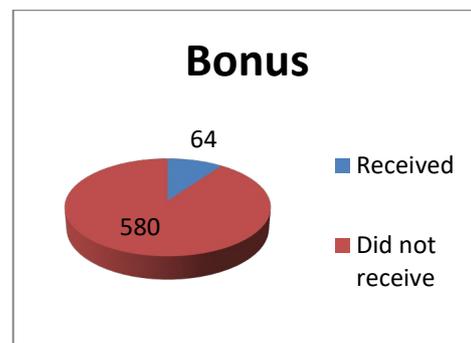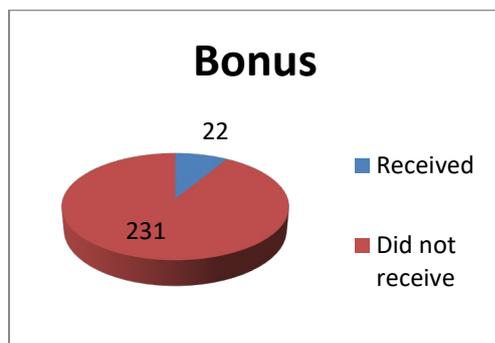
The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage and the men's median hourly wage.

Pay Quartiles
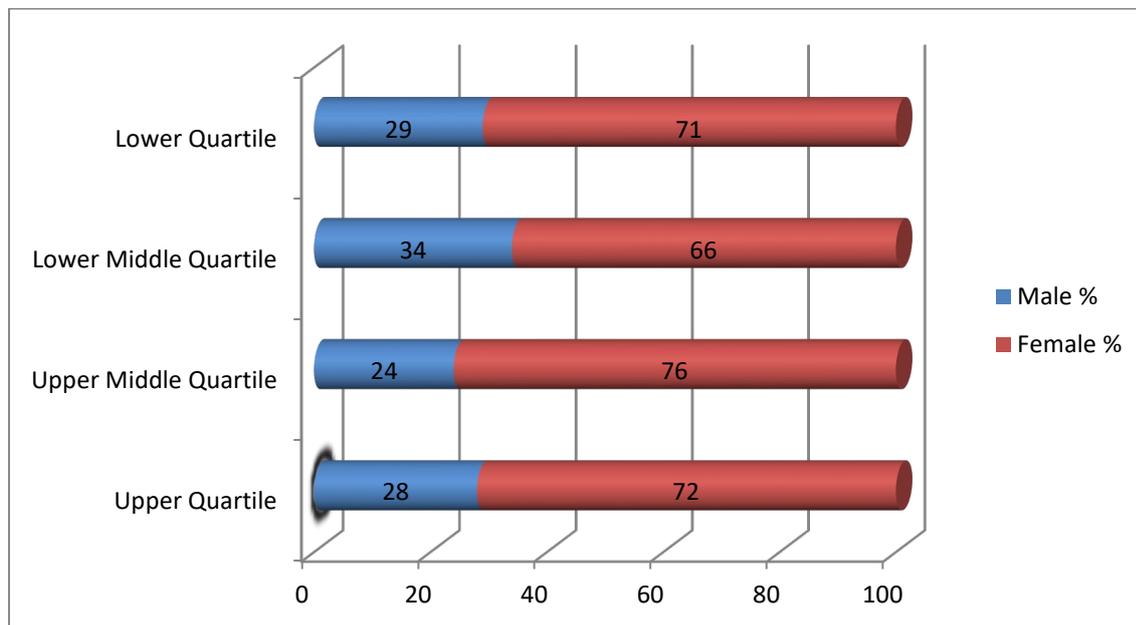
Pay quarters are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quarter gives an indication of women's representation at different levels of the organisation.

<u>What the results mean</u>

In laymen terms in our organisation, men earn £1.05 for every £1 that women earn, where in respect of bonuses; men earn £1.47 for every £1 that women earn. In respect of jobs, women occupy 72% of the highest paid jobs and 71% of the lowest which is line with the % of women employed.

We are confident that men and women are paid equally for doing equivalent jobs across our business and this is highlighted by the small margin in the hourly rate difference. Incentive schemes are run equally and bonuses are only issued on a adhoc basis and in special circumstances only.

Our aim is to close the gender balance in all quartiles throughout the business to match our male and female workforce.

I confirm that this data reported is accurate.

Chris Middleton
Chief Financial Officer