



Gender Pay Gap Information for 2020

We aim to be an 'outstanding' provider of high quality, equitable and sustainable healthcare to the communities we serve whilst offering rewarding careers that support development for all our colleagues. Our **1,000** dedicated and highly professional employees work for the people who use our services.

As an employer with more than 250 relevant employees, HUC is legally required to publish gender pay gap information on an annual basis to show how large the pay gap is between our male and female colleagues. The gender pay gap differs from equal pay. The gender pay gap shows the difference in the average pay/earnings between men and women regardless of their position, whereas equal

pay requires that men and women who carry out the same jobs, or similar jobs of work of equal value

are paid equally. Therefore, the existence of a pay gap does not necessarily indicate that men are paid more than women for performing in the same role.

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and is based on the snapshot date of 5 April 2020 and bonuses paid in the year to 5 April.





Understanding our Gender Pay Gap 2020



The largest percentage of our workforce is made up of significantly more female than male colleagues (74%), the majority of who work in our frontline and support roles. They predominately work part-time with built-in flexibility to suit our business and providing the opportunity for shifts to be worked around family and other commitments; typically, these roles fall within the lower and middle quartiles.

Gender Pay Gap Quartile Figures

Gender Pay is measured in quartiles, which in turn 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 quartertile gives an indication of women's representation at different levels of the organisation.

In the Upper Quartile, there are more women than men in higher paid roles, **68%** female v **32%** males whereas in the Lower Quartile, the split is more even with **52%** women v **48%** men.

The Mean Gender Pay Gap

The average hourly rate of pay for male employees is calculated at **£18.61** and for female employees is **£17.82** providing a mean figure of **4.2%**, the gap decreased from **7.4%** in 2019.





The Median Gender Pay Gap

The median figure for male employees is **£12.60** and for female employees is **£13.13**, giving a median gender pay gap of **-4.2%**.



HUC runs various incentive, reward and bonus schemes to encourage additional hours at various pressure points throughout the year and in the height of the pandemic. For the purpose of Gender Pay Reporting it is necessary for us to include and report on these payments and other types of individual payment awards.

744 (95%) females received a bonus/incentive award in 2020 which resulted in a Mean Gender Bonus Pay Gap of **43%** skewed towards females given that **74%** of the workforce is female.

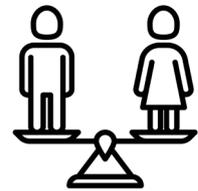
However, the Median Gender Pay Bonus Gap was **74%** given the higher salaries of Executive Team colleagues.

Addressing the Gender Pay Gap

It is HUC's policy that all employment decisions and those relating to recruitment, remuneration and internal promotion opportunities are based on an individual's skills, values and performance.



We are committed to providing equal employment opportunities for all employees and applicants. A big part of our employee value proposition is investment in training and development and well career progression, all of which underpins our commitment to our gender pay gap.



Our aim is to close the gender balance in all quartiles throughout the organisation to match our male and female workforce. We are continuing to do everything we can to reduce the gap through multiple initiatives and this includes:

- On-gong review and implementation of recruitment and retention strategies.
- Embracing social media platforms and incorporating video content into our website, recruitment advertising campaigns and social media to attract talent.
- Developing a remuneration and reward strategy to include benchmarking, job evaluation and regular pay reviews.
- Promoting flexible working arrangements, for example variation to standard shift/rota times and patterns.
- Engaging with colleges and universities to raise people's awareness of career opportunities within the sector, dispelling misconceptions and stereotypes.

The figures set out in this report have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.