

Gender Pay Gap Report

Havencare Homes and Support Limited

2024

Overview

Havencare Homes and Support Limited is a registered charity established in 1987, making a difference with people who have learning disabilities and autism. Havencare provides homes and support that enables people to reach their potential.

We employ more than 250 staff and therefore report our gender pay gap data with the snapshot date of 5th April*.

The gender pay gap is a measure of the difference between the average earnings between men and women in an organisation. Gender pay gap differs from equal pay as it is concerned with the differences in the average pay between men and women over a period of time, no matter what their role is. Equal pay is where organisations are required to ensure men and women are paid the same for doing the same work or work of equal value.

In common with the social care sector, Havencare employes predominately female staff who make up 67% of our workforce. We are confident that at Havencare, men and women are paid equally for the same work or work of equal value.

Please note that the gender pay gap regulations do not define the terms 'men' and 'women'. If an employee does not self-identify as either gender, they can be excluded from calculations for the purposes of this report (source: Gov.uk)

**The "snapshot" date is when we take a snapshot of pay information which we then publish as set out in this report.*

Gender Pay Data

Mean and Median

For reporting purposes, the *mean hourly rate* is the average hourly wage across Havencare. This means that 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 positioning all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle. Meaning the *median gender pay gap* is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man).

Category	Mean	Median
Female	£13.26	£12.31
Male	£13.09	£12.33
Gender Pay Gap	-1.3%	0.2%

Pay Quartile Analysis

For reporting purposes, employees are split into 4 quartile bands* based on pay ranges where Quartile 1 (Q1) contains the lowest paid employees and Quartile 4 (Q4) contains the highest paid employees.

Quartile (Q)*	Women	Men
Q1: Lower Quartile	68%	32%
Q2: Lower Middle Quartile	67%	33%
Q3: Upper Middle Quartile	63%	37%
Q4: Top Quartile	71%	29%

*There is a requirement to divide employees into four equal groups and report on the number of men and women contained in each pay band. Each quartile has 63 employees made up of:

- Quartile 1: 20 Male and 43 Female – this means 32% are Male and 68% are Women.
- Quartile 2: 21 Male and 42 Female – this means 33% are Male and 67% are Women.
- Quartile 3: 23 Male and 40 Female – this means 37% are Male and 63% are Women.
- Quartile 4: 18 Male and 45 Female – this means 29% are Male and 71% are Women.

Bonus

Havencare does not pay performance related bonuses.

Explanatory Narrative

In 2023, Havencare first reported on the Gender Pay Gap. In comparison to last year, our workforce was 76% female, whereas this year it has shifted to 67%, reflecting a more balanced gender representation.

Whilst our mean gender pay gap is -1.3%, our median gender pay gap shows that for every £1 a man earns, a woman earns 100p (a difference of 0.2%). This insignificant variance is due to slight differences in pay distribution at the midpoint of earnings, rather than a systemic imbalance. Factors such as role distribution and working patterns may contribute to this minor gap. However, the overall equality in mean pay reflects a well-balanced pay structure across our organisation.

According to the Office for National Statistics, the median gender pay gap for full-time employees in the UK was 7.0% in 2024, with the care sector generally reporting some of the smallest gaps across all industries. Our result reflects Havencare is successfully promoting gender pay equity. *(Source: Office for National Statistics, Gender Pay Gap in the UK, 2024)*

Our People Strategy – “every person matters” reflects our commitment to valuing individuality, celebrating inclusivity, and pursuing unity and we take every opportunity to recognise and invest in our people. Our bi-annual Pay Review Panels provide the framework for us to review pay, rewards and benefits and will be the forum under which we will monitor the progress of our Gender Pay Gap Action Plan.

As outlined within our Equality and Diversity Policy, Havencare are absolutely committed to equality across our workforce and believe that monitoring our gender pay information is central to ensuring that everyone is fairly remunerated and enjoy the same opportunities. Increasing transparency around Havencare's gender pay data will enable Havencare to monitor and scrutinise its policies and ensure that it puts in place effective strategies with a view to avoiding any potential gender pay gaps.

Action Plan

Steps taken to reduce gender pay gap:

- 1. Havencare only has an insignificant variance at the midpoint of earnings, rather than a systemic imbalance. This reflects an equitable pay structure across our organisation.*
- 2. Monitor gender pay data and scrutinise policies to ensure effective strategies are in place to avoid and/or respond to any potential gender pay gaps.*
- 3. Continue to encourage male applicants in roles that are clearly under-represented.*

Written Statement of Accuracy

This Gender Pay Gap Report has been produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the "Regulations"), calculated using raw data captured from the pay period ending 31st March 2024. The data in this report relates to Havencare Homes and Support Limited.

A copy of this report will be published on Havencare's website and on the specified government website where it will remain accessible to the public and all Havencare's workforce for a minimum of 3 years.

Phil Morris, Chief Executive Officer of Havencare Homes and Support Limited, 10-12 Union Street, Plymouth, PL1 2SR confirms that the information contained within this report has been collected from the 5th April 2024 payroll data in accordance with the Regulations and the data contained in this report is accurate.

Signed:



Dated: 12/02/2025