

# HOME FUNDRAISING GENDER PAY GAP REPORT 2017

PUBLISHED: APRIL 2018

**HOME**  
fundraising



## Understanding the gender pay gap

Gender pay gap legislation was introduced in the UK to encourage employers to make greater progress in addressing the imbalance of earnings between men and women over the span of their careers.

### What is the gender pay gap?

The gender pay gap measures the difference between the average male pay and the average female pay as a proportion of the average male pay. For example, average male pay of £100 per hour and average female pay of £85 per hour would indicate a gender pay gap of 15%.

Equal Pay legislation in the UK relates to an employee's role, making it unlawful for an employer to pay individuals differently for performing the same or similar work, or work of equal value.

The gender pay gap reflects the distribution and relative proportions of men and women across an organisation. It does not take into consideration the role that the employee performs or the seniority of the employee.

The gender pay gap reporting requirements came into effect on 6 April 2017 as an amendment to the Equality Act 2010, requiring employers of over 250 employees to publish prescribed statistics relating to UK employee pay, for publication before 5 April 2018 (and annually thereafter).

Gender pay gap reporting is part of the UK Government's strategy to reduce the gender pay gap in a generation.

## HOME Fundraising's Gender Pay Gap

Our 2017 median gender pay gap is 5.7%, which is substantially lower than the UK average of 9.1%.

HOME Fundraising is a Door to Door fundraising agency, and most of our staff base are fundraisers. Our fundraisers work from mid-afternoon until 9:00pm throughout the year, and this seems to attract more males than females, and the main staff base impacting the pay gap are our longer-term higher earning fundraisers and team leaders, who are more likely to be male as they tend to stay in this type of role longer. We do however offer part-time fundraising work where possible with reduced days required.

Our male/female split is the same over all quartiles, so there is an even split of males/females throughout the company – however since some structural changes in November 2017, 71% of HOME's board is now female, including the Fundraising Director. Currently 50% of the overall Senior Management Team are female.





# HOME Fundraising's Gender Pay Gap Report

## Ordinary Pay Gap

	Mean	Median
<b>Ordinary pay gap</b>	1.7%	5.7%

The mean pay gap shown is the difference between the average hourly pay of men and women.  
The median pay gap is the difference between the midpoints in the ranges of hourly pay of men and women.

## Bonus Pay Gap

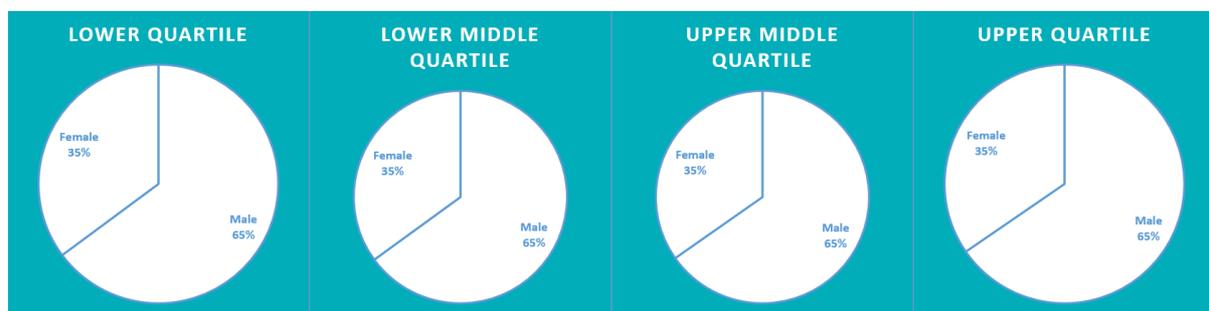
	Mean	Median
<b>Bonus pay gap</b>	23.9%	-20%

The mean bonus gap shown is the difference between the average bonus paid to men and women.  
The median bonus gap is the difference between the midpoints in the ranges of bonuses paid to men and women.

	Males	Females
<b>Proportion of employees receiving bonus payments</b>	63.8%	36.2%

## Proportion of males and females in each quartile pay band

	Male %	Female %
<b>Lower Quartile</b>	64.8	35.2
<b>Lower Middle Quartile</b>	65	35
<b>Upper Middle Quartile</b>	65.3	34.7
<b>Upper Quartile</b>	65.40	34.60



- Of the 236 employees in the lower quartile, 154 are male and 83 are female.
- Of the 237 employees in the lower middle quartile, 154 are male and 83 are female.
- Of the 236 employees in the upper middle quartile, 154 are male and 83 are female
- Of the 237 employees in the upper quartile, 155 are male and 82 are female.