

## Haven – Gender Pay Gap Reporting

This is the first time Haven have published figures on our gender pay gap. The Regional Operating Officer for Rehab in the UK( Jamie Lawson), along with the senior Haven managers, have taken a keen interest in the way this data was generated (which has been verified as accurate by Jamie Lawson) and the outcome of this study. It is important to the organisation that we understand the impacts of our pay and reward decisions.

Haven has undertaken a detailed analysis of the pay of all Haven employees and broken this down by gender, with the aim of understanding if there are any underlying issues that might generate a variance in pay outcomes for men and women in the organisation. The data analysed is for 2017. We will continue this analysis for 2018 and future pay years to monitor any variance over time and are committed to reporting the findings.

On average our data shows that Haven pay men and women equally in the organisation. Haven looked at the total pay for men and separately for the women in the organisation and divide each figure by the respective headcount (this is called the mean average) it shows 0% variance. If you calculate the average in a different way by looking at the midpoints in the data (the median average) then this shows the same 0% variation.

To further understand the detailed breakdown Haven have also looked at how the variance works on a finer level by assessing the data within quartiles. This method involves ranking all employees by gender and in order of pay highest to lowest and counting off the first 25%, then the next 25% etc. This shows that we have proportionally more females than males earning higher salaries in the first quartile (62% to 38%). The data also shows proportionally less females than males in the upper middle quartile (28% to 72%), the lower middle quartile (37% to 63%) and lower quartile (35% to 65%).

Haven is pleased to report that our overall averages show no significant differentials between the pay of men and women in the organisation. This is where we would like to be in terms of our pay outcomes. The differentials apparent in our quartile information show a more detailed picture that reflects in part the predominance of males and females within certain roles within the organisation. We will continue to monitor this and use the data to enable us to reflect on our recruitment and reward practices. This will help us continue to ensure that we have no underlying bias in the way that we select and pay people to work for the organisation.'

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Total employees as at 05/04/2017: - 280

Employees removed: -

Maternity Leave x1

Off Long term Sick x6

Total Employees for Reporting: - **273**

### 4 Quartiles: -

Upper Quartile – Male 26 + 42 Female

Upper Middle Quartile – Male 49 + 19 Female

Lower Middle Quartile – Male 43 + 25 Female

Lower Quartile – Male 45 + 24 Female

### Calculation of Male & Female in each Quartile: -

Upper Quartile – Male  $26/68 \times 100 = 38.24\%$  + Female  $42/68 \times 100 = 61.76\%$  Upper

Middle Quartile – Male  $49/68 \times 100 = 72.06\%$  + Female  $19/68 \times 100 = 27.94\%$  Lower

Middle Quartile – Male  $43/68 \times 100 = 63.24\%$  + Female  $25/68 \times 100 = 36.76\%$  Lower

Quartile – Male  $45/69 \times 100 = 65.22\%$  + Female  $24/69 \times 100 = 34.78\%$