

humankind®

Gender Pay
2024 Report



Gender Pay Results 2024

Humankind's vision is for people of all ages to be safe, building ambitions for the future and reaching towards their full potential. Our values are to be honest, committed, and inventive. Fairness and equality are pivotal to our organisation.

As part of our 5-year strategic plan we have invested in Reward, Recognition and Remuneration across our workforce. We want our workforce to feel valued and to be rewarded fairly.

This report is for the snapshot date 5 April 2024.

Our report

Gender pay reporting legislation requires employers with 250 employees or more to publish calculations every year showing how large the pay gap is between their male and female employees.

The gender pay report represents the simple average figure for all employees in the Humankind workforce, irrespective of role or grade. This is not to be confused with equal pay.

The gender pay gap is a measure of the difference between men and women's average pay within an organisation.

The mean average is calculated by adding up all the pay of staff and dividing it by the total number of staff.

The median average is calculated by lining up all the pay of staff, smallest to largest and finding the middle pay.

The prescribed methodology does not take account of employee role, level, location, experience, or performance.

Organisational context

In June 2024 Humankind merged with Richmond Fellowship. In October 2024 a new organisation, Waythrough was launched. Both Richmond Fellowship and Humankind will report independently for 2024. In 2025 there will be alignment of systems and reporting to support reporting as the new entity, Waythrough for 2025.

The cost-of-living crisis has continued to create financial pressures for the organisation and the workforce.

Humankind was in the first year of the new five-year strategy 'Being Human' at the time of merger which was been reshaped as the 'Coming Together' strategy for Waythrough.

There has been continued funding for the drug and alcohol treatment services within the organisation following as part of the SSMTRG.

The recruitment and candidate market has remained a significant challenge for both Humankind and the broader health and social care sector throughout 2023/24. Retaining skilled professionals has been particularly difficult, reflecting wider sector trends. Despite these challenges, we are pleased to report improved retention rates within Humankind in 2024, which is a positive outcome given the current market conditions.

The organisation is committed to paying real living wage, this has increased by 10% in 2023/24.

In the year we have delivered on the following commitments:

- Successfully delivered the first year of our five-year Being Human strategy, reinforcing our commitment to an inclusive, people-focused culture.
- Continued investment in our leadership development programme, supporting the growth of future leaders and ensuring strong internal career progression.
- Refined our pay structure for apprenticeships, ensuring fair and competitive compensation that attracts and retains emerging talent.
- Expanded our talent acquisition team to effectively meet the evolving needs of our organisation and strengthen our workforce.
- Reviewed and adapted our pay approach in response to market trends and workforce expectations, ensuring we remain competitive and equitable.

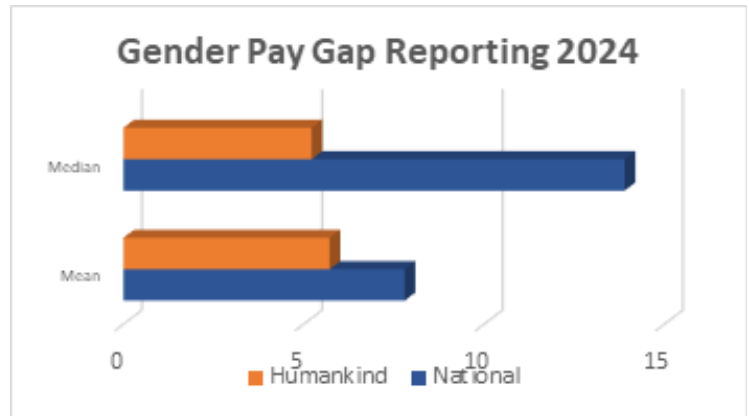
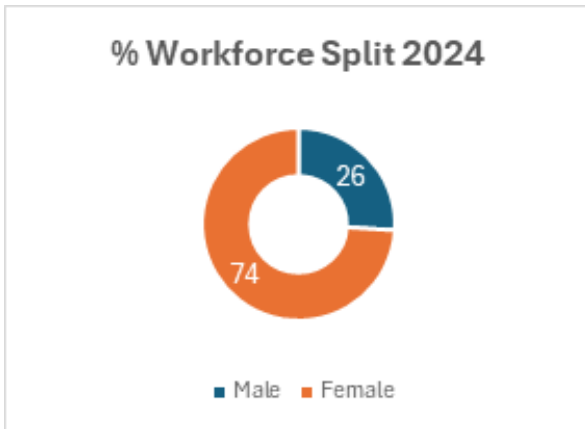
As part of the merger with Richmond Fellowship we have committed to developing a new reward offer working with a third-party specialist. The organisation remains committed to paying the workforce a fair, meaningful wage and staff pay remains a strategic priority.

Our Data Set

The data set was taken from payroll data for Humankind on 5th April 2024. A total of 1,553 staff were included in the data set, representing our total workforce on that day.

1142 of our workforce are female and 411 are male. This includes both full and part time staff on our payroll. 20% of the workforce were not on Humankind terms and conditions. Since 2023 we have seen a decrease in those not on Humankind terms and conditions through recruitment and growth into the organisation. 20% of our workforce remains outside of our pay ranges and influence due to historical contractual elements.

Our Analysis



*National data taken from ONS

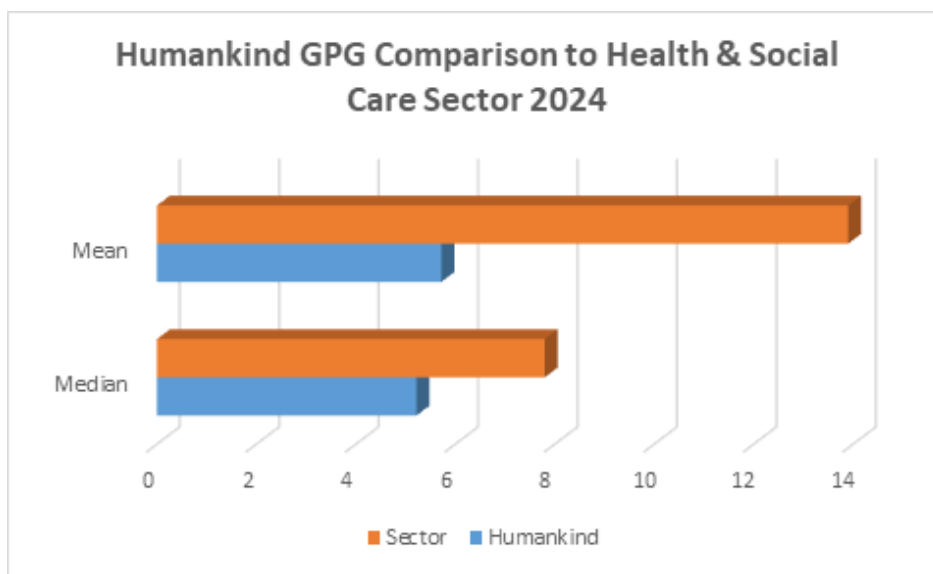
The proportion of female employees is 74% and male employees 26%. Our female representation has grown by 3% and our male representation reduced by 3% year on year.

The mean pay gap is 5.72% and the median is 5.22% in favour of men. The national average mean is 7.8% and the national median is 13.9%. Humankind mean average is 2.08% ahead of the national average and Humankind median average is 8.68% ahead of the national average. The gap has reduced for the median average within Humankind when comparing against the 2023 data set improved by 0.14%. The mean has increased by 0.88.

The attraction and retention of the workforce remains a strategic priority. Organisationally pay and benefits are reviewed throughout the year this is demonstrated in the strategic plan for now and the future organisation.

The national pay gap mean rates (ONS survey) has increased from 7.7% to 7.8%.

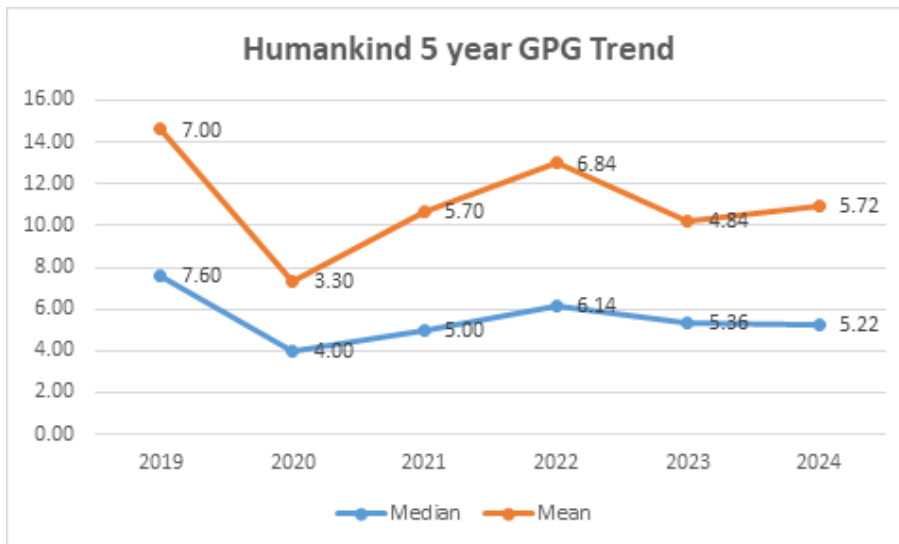
The health and social care sector mean is reported as 7.8% and the median 13.9% as reported on the government website. Humankind is ahead of the sector mean by 2.58% and the median by 8.18%.



In 2024, recruitment and retention remain key challenges for the health and social care sector, driven by workforce shortages, increasing demand for services, and ongoing pressures on pay and working conditions. These challenges are closely linked to gender pay gap reporting, as the sector remains predominantly female-led, particularly in lower-paid roles, while men continue to be over-represented in senior and higher-paid positions.

Despite these sector-wide pressures, Humankind has made significant progress in improving staff retention and engagement, demonstrating the positive impact of our ongoing efforts to create a fair, inclusive, and supportive workplace.

While we acknowledge the gender pay disparities, we remain proactive in the approach to talent acquisition, development of the workforce and engagement is helping to close these gaps. The narrowing of our median pay gap reflects our success in promoting equitable career growth, while we continue working to address disparities.

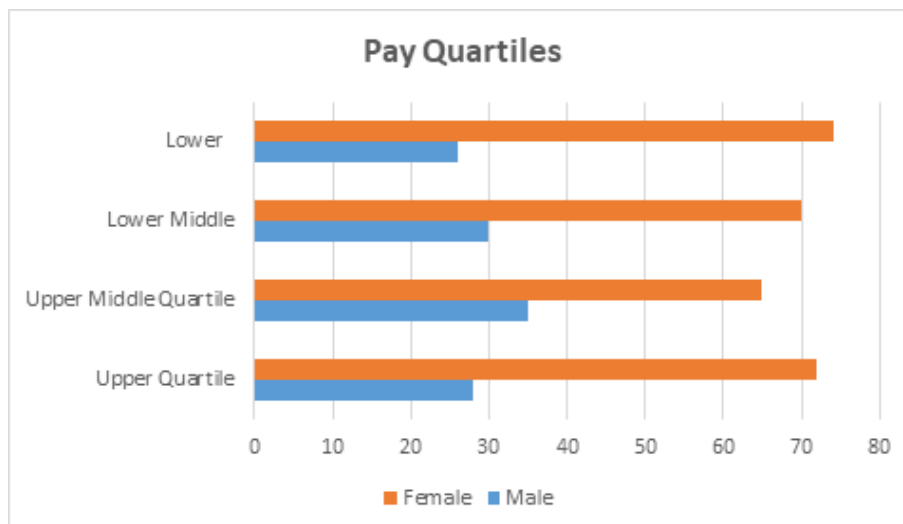


Since 2019 the gender pay gap has reduced over a 5 year period. In 2024 women are paid 94.28% of men’s pay. This is ahead of the 2019 rate of 93% and an improvement of 1.28% since 2019

Pay Quartiles

The total workforce was divided into four pay groups with 388 within each group with the number of male and female staff calculated. The upper quartile includes the highest paid members of our workforce, and the lower quartile includes the lowest paid members of our workforce.

Representation within the lower quartile has remained the same year on year. There has been a 1.8% increase of female representation in the Lower Middle quartile and an 8.1% increase within the Upper Middle Quartile and the Upper quartile has increased by 0.3%.



There are more women in the organisation in 2024 than in 2023. There has been a positive increase in female representation in the upper quartiles overall a 8.3% movement.

Bonus

There were no bonus payments made in 2024.

Women In Leadership

Prior to the merger in June 2024 Humankind had 60% split in favour of men within the Executive Management Team with 40% female representation. There was no pay gap within our Executive Management Team, the pay distribution remains in favour of females. Following the merger the new Executive team is 50% male and 50% female.

Our Commitment

We remain committed to aligning and enhancing our people strategies to ensure a fair, inclusive, and rewarding work environment. Addressing pay disparities and supporting career progression continues to be a strategic priority as we integrate our workforce. Our key commitments include:

1. Investing in Reward and Family-Friendly Policies

We will continue to enhance our employee benefits, ensuring competitive pay structures while expanding family-friendly policies, leave entitlements, and additional benefits that support work-life balance.

2. Strengthening Talent Attraction and Retention

Our focus remains on attracting and retaining top talent by expanding entry pathways, including apprenticeships, placements, volunteering, and trainee programs, ensuring equitable access to career opportunities.

3. Developing and Promoting Internal Talent

We are committed to nurturing our workforce by investing in leadership development and structured career pathways, prioritizing internal promotions to grow our talent pipeline.

4. Advancing Equality, Diversity, and Inclusion (EDI)

We will continue to evolve our EDI strategy by setting measurable goals, monitoring progress, and implementing initiatives that foster a more diverse and inclusive workplace.

5. Enhancing Career Development for All Roles

Career progression will be supported at every level through clear development pathways, skills training, and opportunities for professional growth across all roles.

6. Embedding Robust Performance Management

We will refine our performance management processes to emphasise positive behaviours, career aspirations, and continuous development, ensuring all employees have the support needed to thrive.

7. Regular Data Monitoring and Insights

To drive informed decision-making, we will conduct regular reviews of pay and workforce data, identifying trends and addressing disparities proactively.

8. Reviewing Pay Structures and the Real Living Wage

We will regularly assess pay at all levels, benchmarking against industry standards and reviewing the real living wage annually to ensure fair compensation.

9. Developing Succession and Talent Development Plans

Our approach to long-term workforce planning will include structured succession strategies, ensuring career growth opportunities for all employees.

10. Embedding a Positive and Flexible Work Culture

We are committed to maintaining a psychologically safe workplace where employees feel valued and supported, promoting flexible working practices that meet the needs of our diverse workforce.

As we move forward post-merger, these commitments will remain central to our strategic objectives, ensuring that our integrated workforce benefits from a fair, transparent, and progressive approach to pay, career development, and employee experience.

About Humankind

Humankind was one of England's most successful home-grown charities. We have over 2,200 staff and around 100 volunteers providing services for over 106,000 people.

In December 2023 Humankind and Richmond Fellowship announced the decision to merge to form a new national charity to better support people facing multiple disadvantages. The organisations legally merged June 2024 with Aquarius as a subsidiary. In October we became Waythrough. We are proud to have over 3,000 employees and 500 volunteers supporting over 120,000 people every year in 260 diverse services across England.

This is the last report as Humankind as future reports will be Waythrough. Moving forward, Waythrough remains committed to fair pay practices, inclusive recruitment, and long-term retention strategies that support gender equality and strengthen our workforce, ensuring we can continue delivering high-quality care and support to those who rely on our services.



Paul Townsley

Chief Executive Officer

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