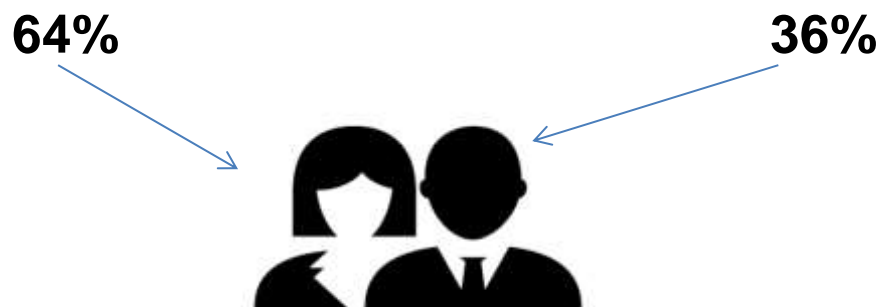


Gender Pay Report March 2019

We are a Hampshire based homelessness charity, providing accommodation and support to over 2500 people each year. The people that we work with often have diverse and complex issues surrounding homelessness, including substance/alcohol addiction and mental health problems. Our range of services includes supported housing for homeless people, drug services throughout Hampshire, Jamie's Computers (social enterprise), a specialist residential care home and a Café in Portsmouth.

We are committed to developing and maintaining good working practices that promote equal opportunities and diversity for all. We are committed to rewarding and paying our staff fairly regardless of gender.

Our workforce is made up of:



When reviewing the pay of staff, there is a mean gap of **10.53%** and a median of **10.23%** in favour of men. The percentage of men in the upper pay quartile is **41%** compared with **59%** female. There are more females in lower paid roles with the lower pay quartile being represented by **75%** female and **25%** male.

Our future plans

- Continue to support all staff with their career progression by providing training and development opportunities
- Review our recruitment processes to ensure we attract diverse applicants
- Review our pay and benefits package to ensure we attract and retain staff
- Continue to promote equal opportunities for all staff

Trevor Pickup
Chief Executive