

# Our 2018 Gender Pay Gap Report



## What's our pay and bonus gap?

The difference between the average hourly rate of pay and difference between the average bonus rate of pay of men and women.

	Mean	Median
Hourly rates of pay	20.8%	28.6%
Bonus pay	72.3%	45.2%

	Men	Women
The % of men and women who received a bonus	83.6%	86.1%

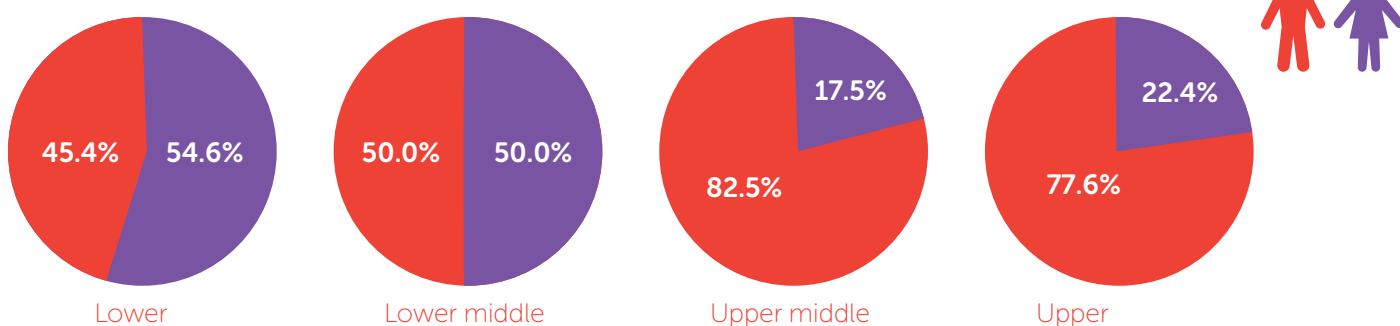


These figures show the mean and median difference in hourly rates and bonus pay between men and women, as well as the proportion of colleagues who received a bonus.

## How is pay distributed?

This data shows the % split between men and women across four equally sized quartiles throughout HomeServe in the UK.

### Pay quartiles



### Individual company data

	Rate of pay (%)		Bonus pay (%)				The % split between men and women in each pay quartile							
	Difference in		Difference in		Received a bonus		Lower		Lower middle		Upper middle		Upper	
	Mean	Median	Mean	Median	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
HomeServe Membership Ltd	19.2	29.1	59.4	54.1	88.5	91.2	46.9	53.1	55.0	45.0	84.6	15.4	79.1	20.9
Help-Link	35.6	40.0	48.1	0.0	23.4	24.7	46.8	53.2	39.7	60.3	96.8	3.2	93.6	6.5
Checkatrade	2.7	-10.3	15.8	8.6	94.0	92.7	37.0	63.0	42.5	57.5	35.6	64.4	36.1	63.9

NB. Checkatrade employees were paid a gifted payment linked to the sale of the business, by the former owner in April 2018 which has been excluded from the headline HomeServe UK figures above as it does not reflect a true reduction in the ongoing pay gap.

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We are committed to building a fair, inclusive and diverse culture. Our data shows that our Group pay and bonus gaps remain largely unchanged from 2017, and whilst we still have work to do to reduce the gap, we are confident that the positive action we have taken will help to address this.

We recognise and value the talent and contribution women bring to HomeServe and have put further measures in place to ensure women have every opportunity to progress their careers and reach the highest level; and are rewarded equitably and fairly.

Following the formation of a group-wide People Committee, led by our senior independent director, we have made significant progress on ensuring our people led strategy and policies are fair and inclusive and have implemented a number of key foundational initiatives.



## Some of the measures the people committee is overseeing include:

- Full establishment of the HML Diversity & Inclusion Council, election of network leads and group members for each of the groups (Gender, BAME, LGBT+, Disability) and publication of vision and priorities for each group
- Introduction of HML succession planning at all levels to promote openness and transparency of career development opportunities
- Implementation of fair pay across the HML business, giving openness and transparency to grading and pay scales
- Encouraging women into engineering apprenticeships, and supporting stem initiatives across local schools
- Expansion of mentoring schemes for women within HML
- Balanced shortlists for leadership roles.

I confirm that this data is accurate.

A handwritten signature in black ink, appearing to read "Richard Harpin".

**Richard Harpin**

Group founder and CEO, HomeServe  
April 2019

**Want to find out more?**

For more information on what the Gender Pay Gap is, [click here](#)