

# Our 2019 Gender Pay Gap Report



Checkatrade.com

## What's our pay and bonus gap?

This report covers all UK based businesses in the HomeServe Group. The individual data for the two UK based businesses with over 250 employees at 5 April 2019 – our UK Membership business (HML) and Checkatrade – is detailed separately below. 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 for the snapshot date of 5 April 2019.

	Mean	Median
Hourly rates of pay	22.3%	31.5%
Bonus pay	81.1%	5.9%

	Men	Women
The % of men and women who received a bonus	76.6%	77.5%



## Hourly rates of pay

The mean hourly rate pay gap is driven by the large number of higher paid male engineers occupying the two upper quartiles in HML (with the upper middle quartile in HML starting at £26k), plus the number of men in senior management roles. The median pay gap is higher than the mean due to the large numbers of men occupying these higher pay quartiles. This is averaged out in the mean pay gap by greater gender balance across other roles as well as predominantly male engineer apprentices in the lower quartile.

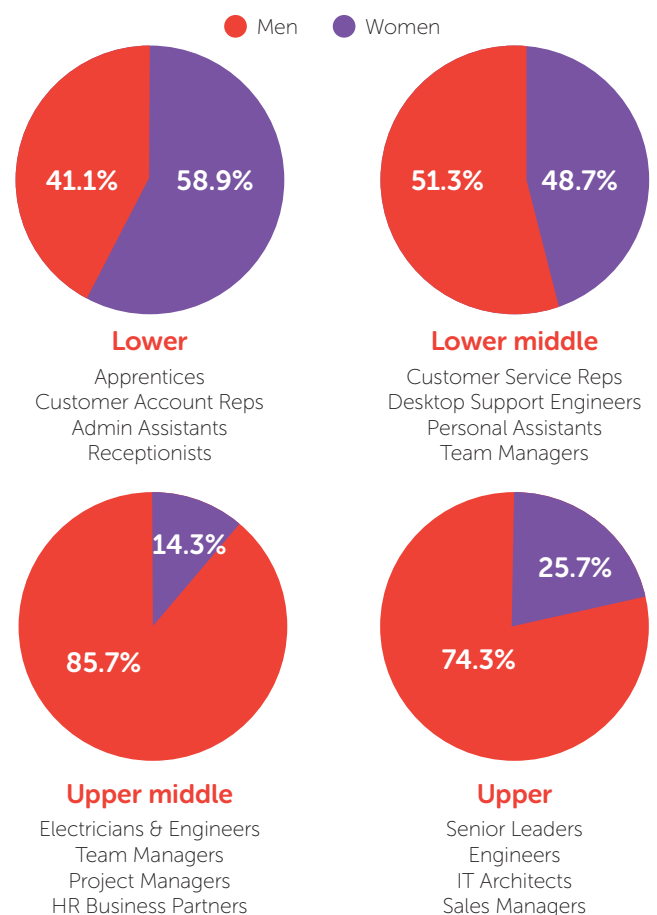
## Bonus pay

Our mean bonus pay gap in 2019 was driven by the fact that our Management Bonus Scheme did not pay out at HML, whereas payments were made to senior leaders under the Long Term Incentive Plan, with these roles mainly being occupied by men. The median bonus gap reflects a more balanced position, demonstrating a good level of equity where payments under other bonus arrangements were made. One driver for the lower median bonus gap is the transition away from variable pay for many of our frontline engineer and customer service roles.

## How is pay distributed?

This data shows how our pay is distributed across four equally sized quartiles throughout HomeServe Group employees based in the UK.

## Pay quartiles & examples of typical HML roles



## 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	21.1	34.2	82.2	7.7	76.5	76.3	42.2	57.8	53.7	46.3	89.2	10.8	78.6	21.4
Check-a-Trade	39.6	17.1	4.9	17.2	76.6	84.3	34.4	65.6	32.2	67.8	44.4	55.6	62.2	37.8

N.B. The hourly pay gap for Checkatrade is higher due to payment of a one-off bonus to the CEO in April 2019.

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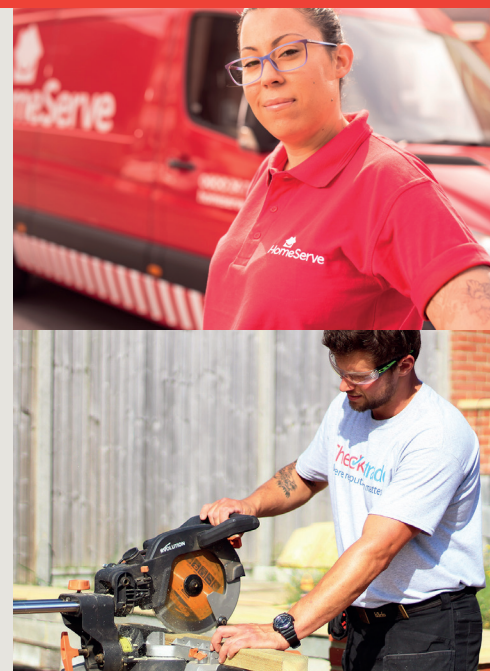


We are committed to building a fair, inclusive and diverse culture and we are confident that the positive action we are taking will help to address the pay and bonus gaps that we currently have.

There are two key drivers of our pay gap – the balance of women in our senior leadership roles and the low volume of female water & gas engineers, which is in line with the national average.

We recognise and value the talent and contribution women bring to HomeServe and we are confident that we reward jobs of equal value equitably and fairly. The measures that we have put in place to ensure that women have the opportunity to progress their careers and reach the highest level are having a positive effect.

We have a collaborative approach to our diversity and inclusion agenda across the Group. In the UK, US and Europe we have continued to make significant progress on a number of our key initiatives during the 2019-2020 financial year.



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

- Continued focus on diversity through the work of the Diversity and Inclusion Council with relevant sub groups driving key initiatives such as enhancements to flexible working arrangements
- Balanced shortlists for leadership roles delivering significant strides forward in female senior leadership hiring and internal promotions: almost 40% of global senior leadership hires and 50% of internal promotions to senior roles in 2019-2020 across HomeServe globally were female
- Focus on mentoring schemes and development for women in leadership roles with 50/50 nominations for our global talent programmes
- Delivery of a support package of activity in the UK to ensure females have the right infrastructure around them pre, during and post maternity leave, supporting their return and integration back into the workplace
- Gender bias training as a fundamental part of leadership development programmes within HML
- Female led 'women in technology' initiatives at Checktrade which will continue to be a focus across our businesses
- Continual integration of the HML Fair Pay grading structure to support openness and transparency in the UK HomeServe Membership business
- Annual pay review and bonus guidance to prevent accidental gender discrimination
- Governance through Remuneration Policy and HR Committee of all incentive schemes.

I confirm that this data is accurate.

**Richard Harpin**

Group founder and CEO, HomeServe  
March 2020

**Want to find out more?**

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