

Our 2017 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	20.5%	26.9%
Bonus pay	72.9%	49.8%
	Men	Women
The % of men and women who received a bonus	75.3%	85.0%

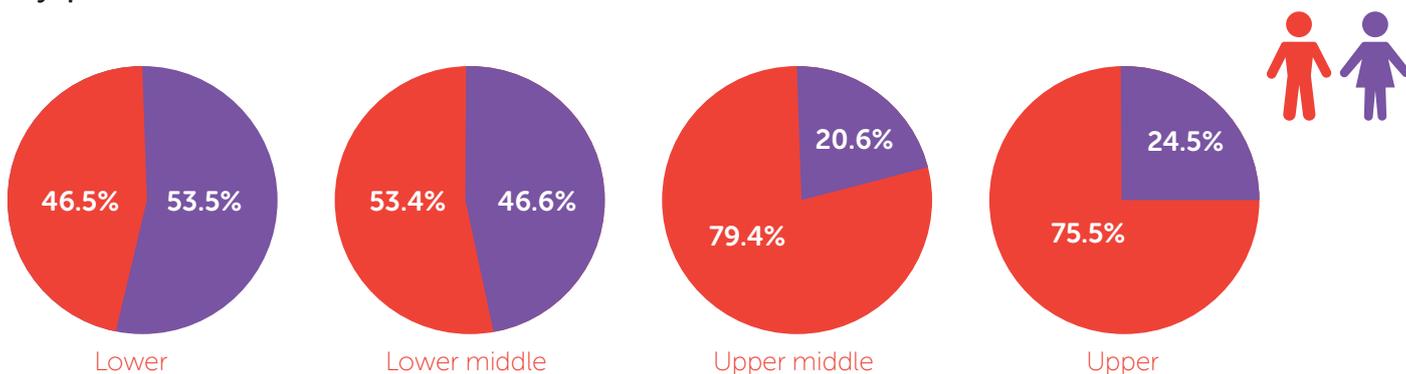
These figures show the mean and median difference in hourly rates and bonus pay between men and women, as well as the proportion of colleagues who received a bonus.



How is pay distributed?

This data shows how our pay is distributed 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	15.7	22.2	60.8	55.0	89.2	91.4	47.4	52.6	54.1	45.9	71.6	28.4	72.2	27.8
Home Energy Services	34.2	40.1	-120.7	60.3	47.3	51.3	58.9	41.1	91.2	8.9	99.1	0.9	99.1	0.9
Help-Link	35.3	40.3	93.6	77.0	16.8	27.7	51.8	48.2	58.2	41.8	100.0	0.0	89.1	10.9
Check-a-trade	22.2	17.7	43.2	17.3	92.9	93.8	29.0	71.0	15.9	84.1	38.2	61.8	57.4	42.6

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Our data shows we have significant work to do to reduce our gender pay gap and we are committed to building a fair, inclusive and diverse culture.

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

In 2017 we formed a group-wide people Committee, led by Stella David, our senior independent director, to ensure our overall people led strategy and policies are fair and inclusive.



Some of the measures the people Committee is overseeing include:

- A greater focus on diversity to identify and action measurable steps we can take to improve diversity at all levels
- Openness and transparency in promotion opportunities
- Openness and transparency in succession planning processes
- Developing a group-wide approach to Learning and Development, specifically targeted towards women
- Overall plan for best practice framework approach to recruitment.

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
25 March 2018

Want to find out more?

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