

Hft gender pay gap report 2019

Hft is a national charity that helps adults with learning disabilities to live the best life possible. Our person-centred services support over 2,500 people to live with more choice, more independence and with greater access to the local community.

It's our support workers' dedication to ensuring that the people we support have the opportunity to live the best lives possible that has made Hft the highly rated charity that it is today. Just as we have campaigned to see people employed in learning disability services continue to be paid fairly for the exceptional work they do, so too are we working to ensure that someone's gender does not affect the wage they receive. So we are pleased to publish our annual gender pay gap report for 2019: -

Hft gender pay report

- Mean hourly gender pay gap % = 3.0% (women lower)
- Median hourly gender pay gap % = 2.8% (women higher)
- Mean bonus gender pay gap % = 27.1% (women higher)
- Median bonus gender pay gap % = 16.7% (women lower)
- % of males receiving bonus = 0.7%
- % of females receiving bonus = 0.6%

Pay quartiles by gender

Quartile	Male	Female
A (upper)	25.8%	74.2%
B (upper middle)	22.6%	77.4%
C (lower middle)	27.3%	72.7%
D (lower)	28.3%	71.7%

About our report

Hft's gender pay gap report provides a snapshot of our data on 5 April 2019. At this time our total workforce consisted of 790 men and 2,361 women, meaning we employ around three times as many women as we do men – a circumstance that is not unusual in the social care sector. This balance has not changed in Hft in 2017 and 2018.

Hft's gender pay gap

While Hft's gender pay gap is far smaller than the [national average](#), we remain committed to eliminating it altogether.

- The mean hourly rate shows that we pay **3%** less to female workers
- The median hourly rate show that we pay **2.8%** more to female workers

We have changed our payroll systems and are now in the process of rolling out a rota management system across the organisation. The complex rota system we currently use for example, makes obtaining specific hourly rates challenging as, for the purposes of this report, we have had to average out a lot of the overtime/sleep in payments. This means that the data we have presented is an average, rather than an exact figure.

These system changes will improve our ability to report against key indicators such as our gender pay gap, and with better reporting in place, Hft will be better placed to implement plans to further reduce the gap.

Bonuses

- The mean bonus rate shows we have paid **21%** more to female employees
- The median bonus rate shows we have paid **16.7%** more to male employees

At Hft everyone has the same opportunities to undertake job-related training, and bonuses have been paid to our support staff when they pass relevant qualifications. We also pay one-off bonuses for staff that have taken a developmental role and lead in certain areas, such as Health and Safety, or where staff have taken on extra responsibilities within their role.

Going forward

We continue to review, monitor and improve our pay systems to diminish the pay gap between men and women, and improve our organisation. Hft remains committed to equal opportunities, welcoming job applications from all sections of the community, and treating people equally and without discrimination.