



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 is thanks to the dedication of our staff teams, that has made Hft the highly-rated charity that it is today. Just as we have campaigned to see support workers paid fairly for the exceptional work they do, we are also 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: -

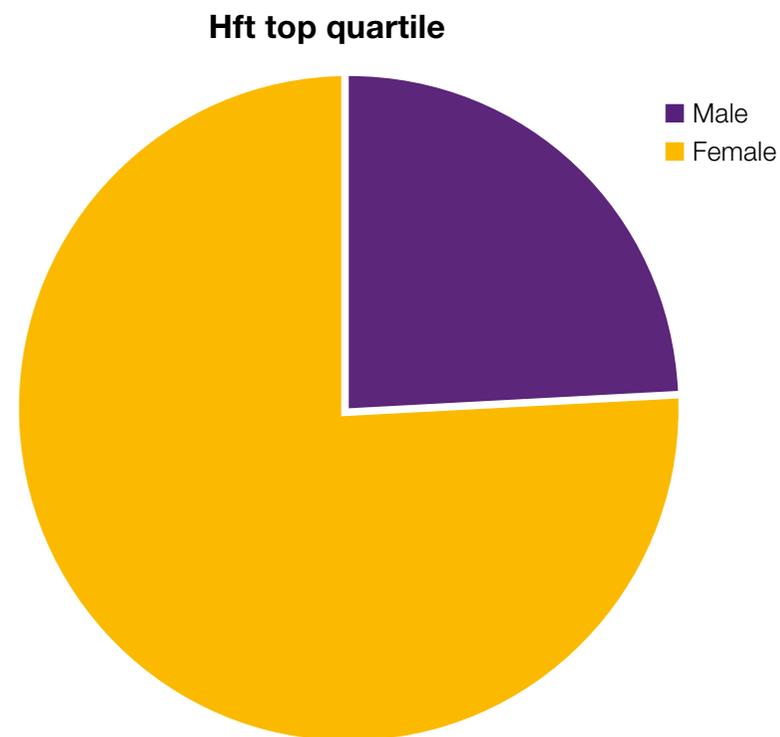
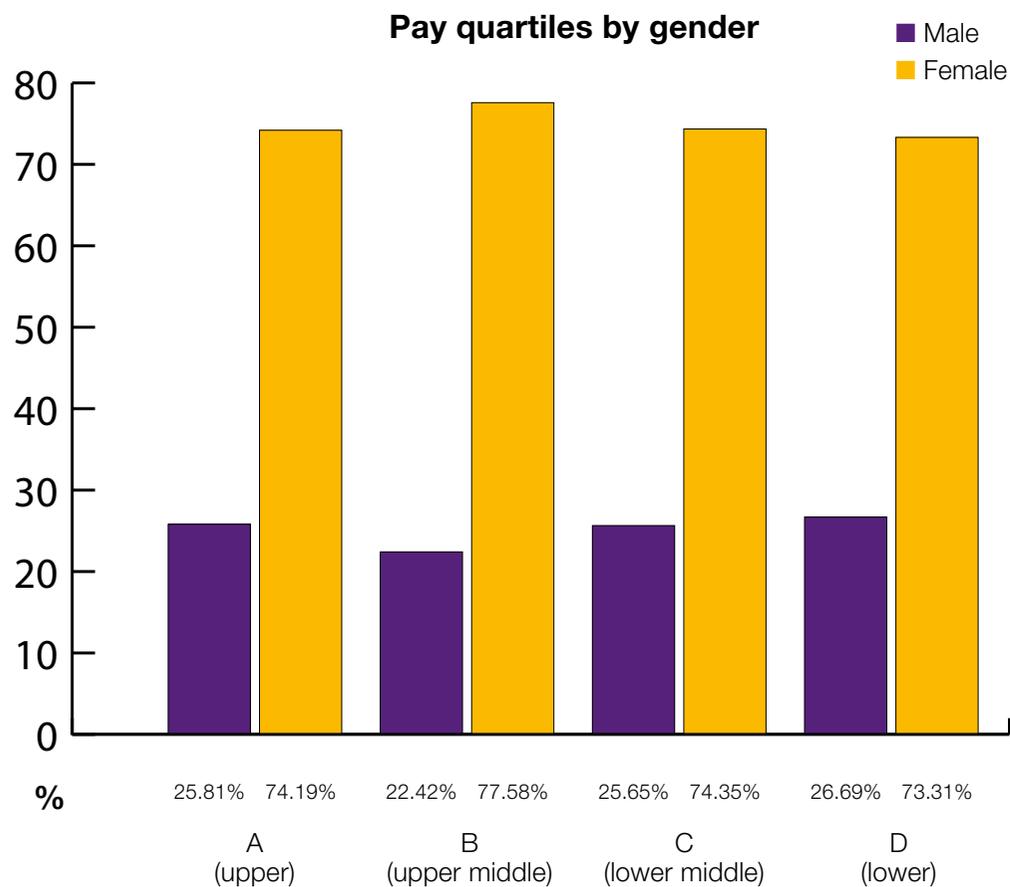
Hft gender pay report

- Mean hourly gender pay gap % = **5.30%**
(women lower)
- Median hourly gender pay gap % = **1.27%**
(women higher)
- Mean bonus gender pay gap % = **38.51%**
(women lower)
- Median bonus gender pay gap % = **60%**
(women lower)
- % of males receiving bonus = **0.66%**
- % of females receiving bonus = **0.77%**



About our report

Hft's gender pay gap report provides a snapshot of our data on 5 April 2019. At that time our total workforce consisted of 758 men and 2,346 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, or 2018.



Figures above show our top leadership, our overall staff breakdown is male 24.42% and female 75.58%



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 **5.3%** less to female workers
- The median hourly rate show that we pay **1.27%** more to female workers

We are confident that any pay gap does not stem from paying men and women a different rate to perform the same or equivalent role. In addition, our pay gap is similar to peer organisations in the health and social care sector.

Nevertheless we remain committed to being open and transparent in our pay approach and will continue to take steps to narrow any gaps going forward.

We are also in the process of upgrading our systems which will enhance our ability to identify any pay gaps which will help us to further address this issue.

Bonuses

- The mean bonus rate shows we have paid **38.51%** more to male employees
- The median bonus rate shows we have paid **60%** more to male employees

At Hft, and across the wider social care sector, we are not in the financial position to offer bonuses as a matter of course. We do reward staff when they pass relevant qualifications and also where they may have taken a lead on certain projects. Our bonus gaps therefore reflect the small number of staff who receive a bonus as a result of their achievement. We are confident that any gap does not stem from rewarding men and women differently.

*Source: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>

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.



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