

Hft's gender pay gap report



2020 - 2021

Introduction to the report

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Hft is legally required to publish, on an annual basis, specified information relating to our gender pay gap. Gender pay gap is defined as the difference between the average hourly pay of men and women.

This report sets out the gender pay gap statistics for Hft in relation to the reporting year 2020 - 2021.

The following information has been calculated in accordance with the Regulations and is legally compliant.

Introduction to the gender pay gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce.

The gender pay gap is different from equal pay. The gender pay gap measures the differences between the average pay of male and female employees,

irrespective of job role or seniority. Equal pay concerns pay differences between male and female employees performing the same or similar work, or work of equal value.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

Reporting on pay gaps helps us understand the size and causes of any pay gaps and identify any issues that need to be addressed.

Having a gender pay gap doesn't necessarily mean that unlawful discrimination is happening. Publishing and monitoring pay gaps helps us understand the reasons for any gap and consider whether we need to develop action plans to tackle the causes.

Continuing to publish and monitor the gender pay gap, in line with the regulations, will help us monitor how effective our actions are in reducing it.





Hft

Hft is a national charity that helps adults with learning disabilities to live their best life possible. We offer Supported Living, Domiciliary, Day and Residential Care, as well as Short Breaks and Respite Care. Our person-centred services support over 2,200 people to live with more choice, independence and access to their local communities.

We have about 3,100 staff across England and Wales, including apprentices and relief workers. The majority of our workforce are either frontline support workers or frontline operational staff. In addition, we have about 120 staff who are employed at our Central Support Office in Emersons Green, Bristol.

It is our staff dedication that makes us the highly-rated charity that we are: (90% of our services were rated as either GOOD or OUTSTANDING by our regulator, the Care Quality Commission (at 31/03/21) and its Welsh equivalent, Care Inspectorate Wales).

But our commitment goes beyond being just a high-quality support provider. We work in partnership with the people we support, their families and carers, and

with health professionals to develop effective services that will help people live the life they choose.

Our staff are central to this, so we work hard to ensure that they consider themselves partners too, treated fairly and with respect throughout their careers with Hft. The value that we place on our staff is reflected in the Investors in People Silver accreditation we hold – an internationally recognised sign of a great employer and an outstanding place to work.

Our commitment to diversity and inclusion

Hft has a several internal resources informing staff about diversity and inclusion, why it is so important to us, what they must and must not do and where to go for further information or help. These resources include:

- **Operational Standards**
- **People Policies**, including diversity and inclusion in employment, family friendly arrangements and reward
- **Equality and Diversity training**

Hft's gender pay gap

UK employers have until 4 October 2021 to report their data for 2020 to 2021 because of coronavirus (COVID 19). However, Hft has chosen to publish ours earlier than the deadline so that the information can be included in our annual report.

This report provides a snapshot of our gender pay data as of 5 April 2020. At that time, our total workforce consisted of 819 men and 2,452 women, meaning we employed around three times as many women as we do men – a circumstance that is not unusual in the social care sector and has not significantly changed since we started gender pay gap reporting in 2017.

Hourly pay

1. Mean gender pay gap in hourly pay

The **mean** gender pay gap in hourly pay is the average hourly rate of pay, calculated by adding the hourly pay rate for employees then dividing by the number of employees.

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is 4.7% (women lower).

According to the Office for National Statistics, the gender pay gap among all employees was 15.5% in 2020, down from 17.4% in 2019.

While Hft is not complacent about gender and pay, we note that our **4.7%** gap is approximately a third of the size of the national gap.

2. Median gender pay gap in hourly pay

The **median** gender pay gap in hourly pay is the middle hourly pay rate, when you arrange your pay rates in order from lowest to highest.

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is **0.1%** (women higher)



As mentioned above, Hft is not complacent about gender and pay, but we consider that **0.1%** is not a highly significant gap.

Bonuses

Bonuses do not play a significant part in Hft's reward strategy. This approach is not unusual in social care.

Where bonuses have been paid they have mainly been awarded in recognition of the long service of our fantastic and committed colleagues and are used to encourage and reward their loyalty.

3. Mean bonus gender pay gap

Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our mean gender bonus gap is 3.5% (women higher).

4. Median bonus gender pay gap

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is 0% (no difference).

5. Proportion of males and females receiving a bonus payment

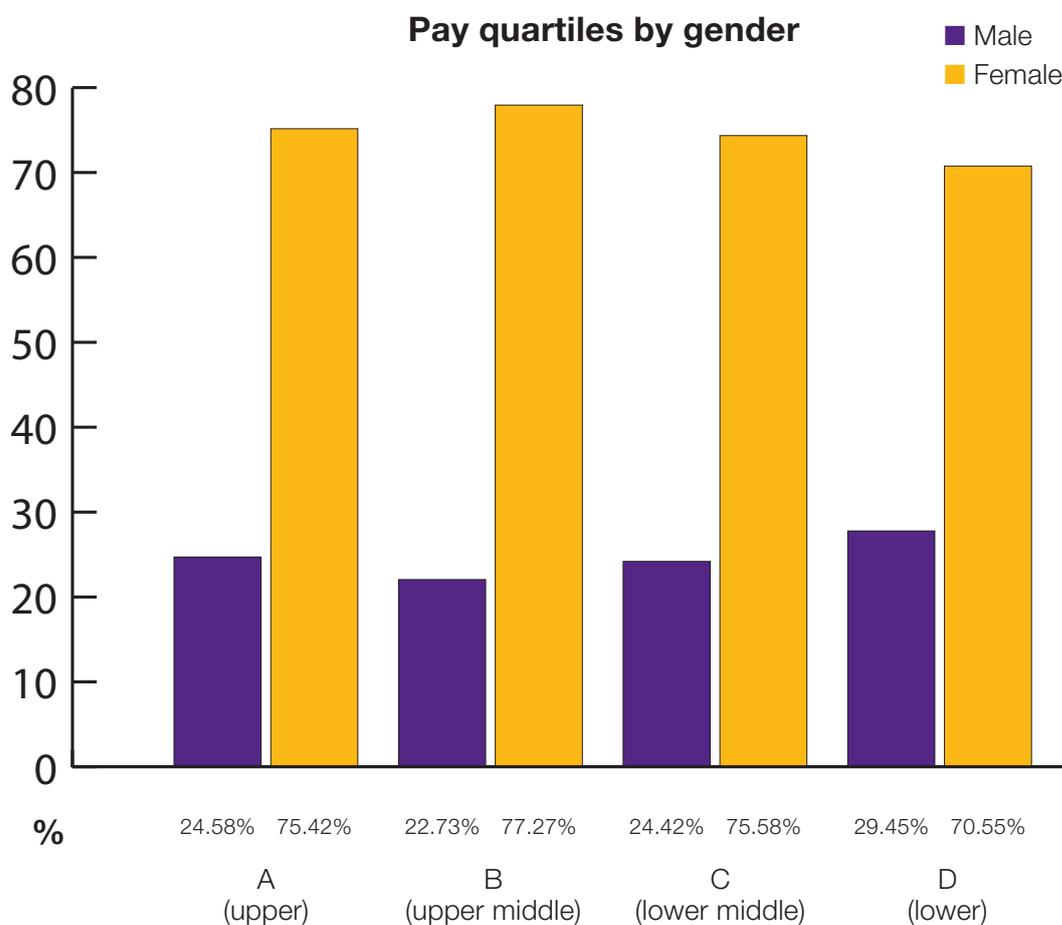
The proportions of male and female employees who received bonus pay during the relevant pay period are as follows (percentages are rounded to one decimal place):

Male employees: 0.6%

Female employees: 2.1%

6. Proportion of males and females in each pay quartile

The following table separates our entire workforce into four 'quartiles' (parts) based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each one:



Appointment of New Role: “Employee Experience Partner”

In April 2021 Hft appointed to a new role of Employee Experience Partner to shape, lead and deliver our commitment to enhanced employee experience and engagement. The role's responsibilities for Diversity and Inclusion include, but are not limited to:

- Work with key stakeholders, consulting with our Partnership Forum and colleagues across Hft to identify and highlight structural barriers which may lead to disadvantage
- Consider, develop and implement a diversity and inclusion strategy
- Provide diversity and inclusion advice in review and implementation of organisational policies and procedures
- Report on, review and monitor key workforce demographic data within Hft
- Work closely with stakeholders to consider and mitigate for disadvantage during change programmes
- Work with the Recruitment team to review data regarding new starters and recruitment processes to remove barriers and deliver equality of outcome for applicants
- Champion continual positive change and work with stakeholders to embed the principles of diversity and inclusion across Hft
- Organise and participate in all people process and policy Equality Impact Assessments

Information systems and ways of working:

Hft continues our organisation-wide programme to transform our information systems and ways of working. This transformation programme will give us:

- modern, user-friendly systems
- reliable and trustworthy data and insight
- standardised and joined-up processes
- more time back to do what we do best – providing support

The people workstream of this transformation will enhance our ability to gather and report on people data – including on gender and pay.

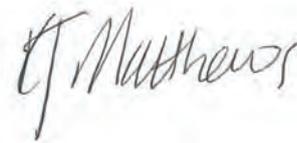
Structural Fundamentals:

Since the last Gender Pay Gap Report, Hft has initiated a “Structural Fundamentals” programme which includes the development of a job matching framework, benchmarking and reward strategy. These measures provide further opportunity for us to equality proof our pay arrangements.

Close

I am the senior person in Hft who is responsible for this gender pay gap report; I declare that the information in the report is accurate and calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017:

Signed



Name: **Kirsty Matthews**

Job title: **Chief Executive Officer**

Date of statement: **9th July 2021**



We're a national charity supporting people with learning disabilities to live the best life possible.

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