



# Hft's gender pay gap report



**2021 - 2022**

## 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 2021 - 2022.

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.

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 2,500 people to live with more choice, independence and access to their local communities.

We have about 3,100 employees across England and Wales, including apprentices and relief workers. The majority of our workforce are frontline care and support workers. In addition, we have about 200 employees who are employed as part of our Central Support Services.

It is the dedication of our employees that makes us the highly-rated charity that we are: 91% of our services were rated as either GOOD or OUTSTANDING by our regulator, the Care Quality Commission (at 24/02/22) 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.

All our employees 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 this 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. In 2022, we are seeking reaccreditation against this standard.

## Our commitment to diversity and inclusion

Hft has several internal resources informing our colleagues 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:

- A dedicated **Employee Experience Partner**, with responsibility for raising awareness of Equity, Diversity and Inclusion, working within the People and Organisational Development portfolio
- A dedicated **National Involvement Programme Co-ordinator**, with responsibility for ensuring the people we support have a say in the decisions that affect their lives, as well as shaping and improving Hft services and the work we do
- Our **Diversity and Equality Operational Standard** which lays out our commitment in the support we provide to individuals
- **People Policies**, including diversity and inclusion in employment and a range of family-friendly policies
- **Equality and Diversity training** and e-learning courses



## Hft's gender pay gap

This report provides a snapshot of our gender pay data as of 5 April 2021. At that time, our total workforce consisted of 762 men and 2,385 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 **4.1%** (women lower).

According to the Office for National Statistics, the gender pay gap among all employees was 15.4% in 2021, up from 14.9% in 2020, but the overall trend continues in a downward trajectory.

While Hft is not complacent about gender and pay, we note that our **4.1%** gap is approximately a quarter of the size of the national gap, down from a third in 2020.

### 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 **0.3%** (women lower).

As mentioned above, Hft is not complacent about gender and pay, but we consider that **0.3%** 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 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 **3.6%** (women lower).

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 **50%** (women higher).

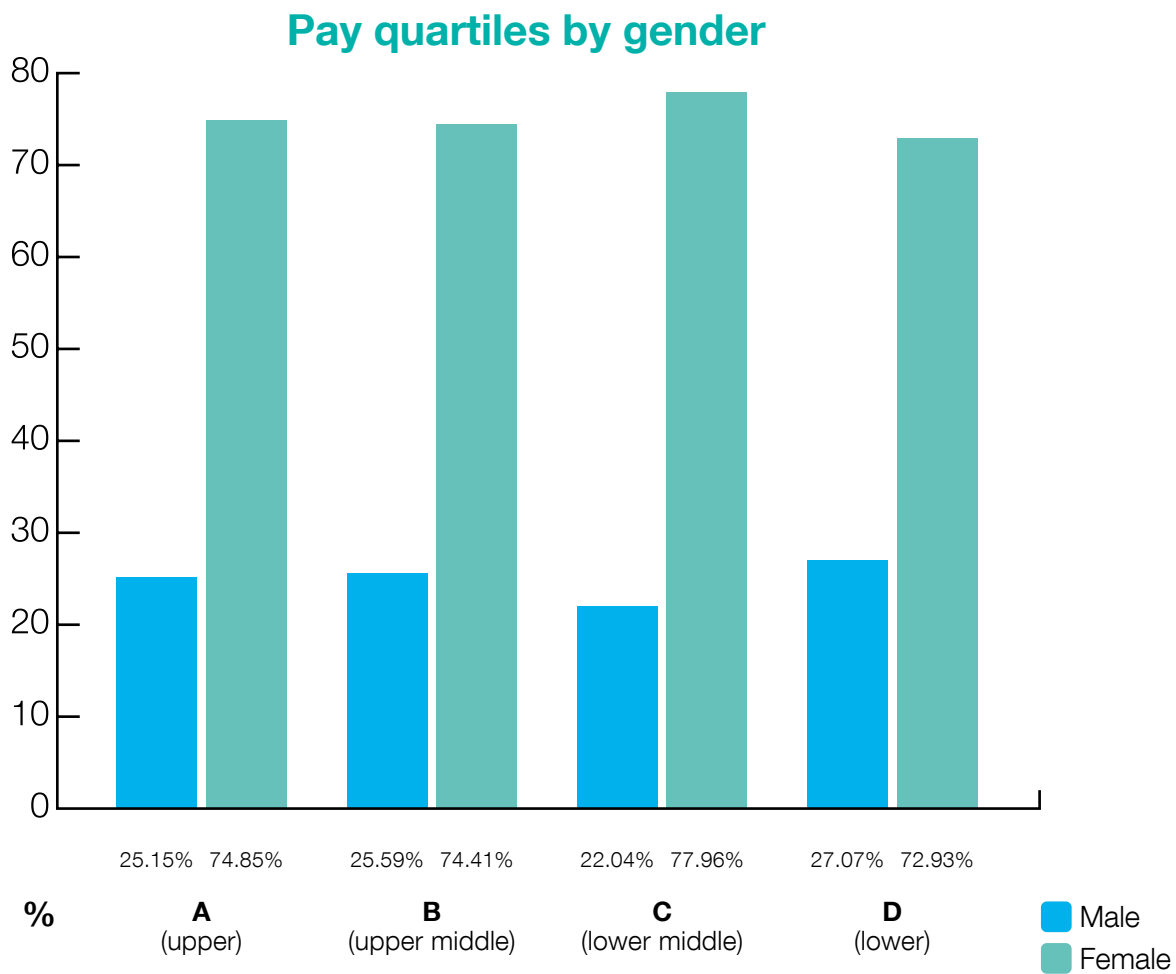
5. Proportion of males and females receiving a bonus payment

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: 4.3%
Female employees: 3.9%

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:





## We're Listening:

Hft has embarked on a purposeful, direct listening strategy, aimed at building employee engagement and ensuring a cycle of regular feedback from employees. As part of this, our 'We're Listening' survey conducted with all our employees has offered valuable insights into our employees' experience and includes critical data on Diversity and Inclusion. Our survey results tell us that 77% of respondents believe that Equality, Diversity and Inclusion (EDI) is important at Hft. Whilst we're pleased with this result, we have also committed to a raft of further actions within our EDI strategy, including a continued focus on gender issues.

## Terms and conditions review:

In 2021, Hft embarked on a review of all employees' terms and conditions of employment in order to tackle inconsistency and increase equity across the organisation. This review will remove variations in contracts of employment and has been subject to a rigorous collective consultation process.

## Structural Fundamentals:

Hft continues with its "Structural Fundamentals" programme which includes the development of a job matching framework, benchmarking and reward strategy. These measures will provide an important opportunity for us to equality-proof our pay arrangements.

## Information systems and ways of working:

Hft continues our organisation-wide programme to transform our information systems and ways of working and we will start to realise the benefits of this during 2022. 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 also enhance our ability to gather and report on people data – including on gender and pay.

## 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: **31 March 2021**





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