



Hft's Gender Pay Gap Report

2022 - 2023



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 2023 - 2023.

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 help 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 2,500 employees across England and Wales, including apprentices and casual 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: 92% of our services were rated as either **Good** or **Outstanding** by our regulator, the **Care Quality Commission** (at 07/02/23) 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 are working hard to ensure that they know how much we value them by recognising their achievements and by ensuring our colleagues are closely involved in helping celebrate fantastic milestones such as our 60th Birthday in 2022.

We strive to ensure all colleagues are treated fairly and with respect throughout their careers with Hft. The value that we place on this is reflected in the progress made to achieve **Investors in People Gold** accreditation for the first time in 2022 – an internationally recognised sign of a great employer and an outstanding place to work. In addition, in 2022 we became a Disability Confident employer reflecting the policies and practices in place to support disabled colleagues and attract diverse talent.

Our commitment to diversity and inclusion

Since our last report, Hft has been driving a focus on Equity, Diversity and Inclusion (EDI) actions. These actions were informed by our 2021 colleague survey and are now embedded in an EDI roadmap laying out our principles and commitment to action. One such action was our recent launch of colleague inclusion groups which aim to bring together colleagues from under-represented communities.

EDI roadmap

The roadmap lays out our commitment that:

“ We will become a diverse and inclusive organisation, where all colleagues feel valued, respected and have a sense of belonging.

As part of this commitment, we have set out a number of guiding principles that guide our actions and priorities.

- Going beyond legal compliance with the Equality Act 2010, demonstrating best practice and aiming to be a sector exemplar
- Committing to attract, develop and support a diverse workforce that reflects the communities we serve
- Recognising the structural, systemic and everyday discrimination that exists in society and committing to challenging this
- Striving for Equity, by focusing on removing inequalities and giving fair access to all
- Carrying a shared responsibility for ensuring Hft is welcoming for all
- Carrying a shared responsibility for challenging and calling out all forms of discrimination
- Recognising intersectionality and individuals' unique experience of disadvantage to be truly inclusive



Pay and reward

We are committed to having pay arrangements that are operating as effectively, efficiently, equitably and transparently as possible ensuring a fair and clear approach in determining pay arrangements. In addition, since our last report we have developed an annual strategic pay review process that sets out the intent to be able to provide a clear and transparent approach to pay.

Our approach to pay is intrinsically connected to affordability and organisational sustainability but also needs to take in to account the external environment both politically and with regard to other providers. When considering pay rates we aim to have rates which are both competitive and reflect the need to retain critical skills and take in to account the cost of turnover and vacancies. This of course, has to be balanced against considering income and affordability.

As we are passionate about ensuring adults with learning disabilities can live the best lives possible we expect a high level of performance from all colleagues; and whilst we are not yet able to introduce performance related pay we have strategic ambitions to have organisational mechanisms in the future through which we reward colleagues for their performance and contribution to our achievements.

The plans to introduce performance related pay are included in our 3-5-year workforce strategy.

Information systems and ways of working

Hft has progressed its development of an organisation-wide programme to transform our information systems and ways of working and are now starting to realise some of the benefits of this. As the rollout of new systems and ways of working are beginning to embed this transformation programme will enable:

- reliable and trustworthy data and insight
- standardised and joined-up processes
- enhanced ability to gather and report on people data, including on gender and pay.

Hft has several other 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 Function
- 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 2022. At that time, our total workforce consisted of 580 men and 1,888 women, meaning we employed just over 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 **4.9%** (women lower).

According to the **Office for National Statistics**, the gender pay gap among all UK employees was 14.9% in 2022, down from 15.1% in 2021, but the overall trend continues in a downward trajectory. It is worth noting that there has been an upward trend in the part-time gender pay gap since 2015.

While Hft is not complacent about gender and pay, we note that our **4.9%** 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 **0.0%** (equal).

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 **-11.3%** (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 **0.0%** (equal).



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):

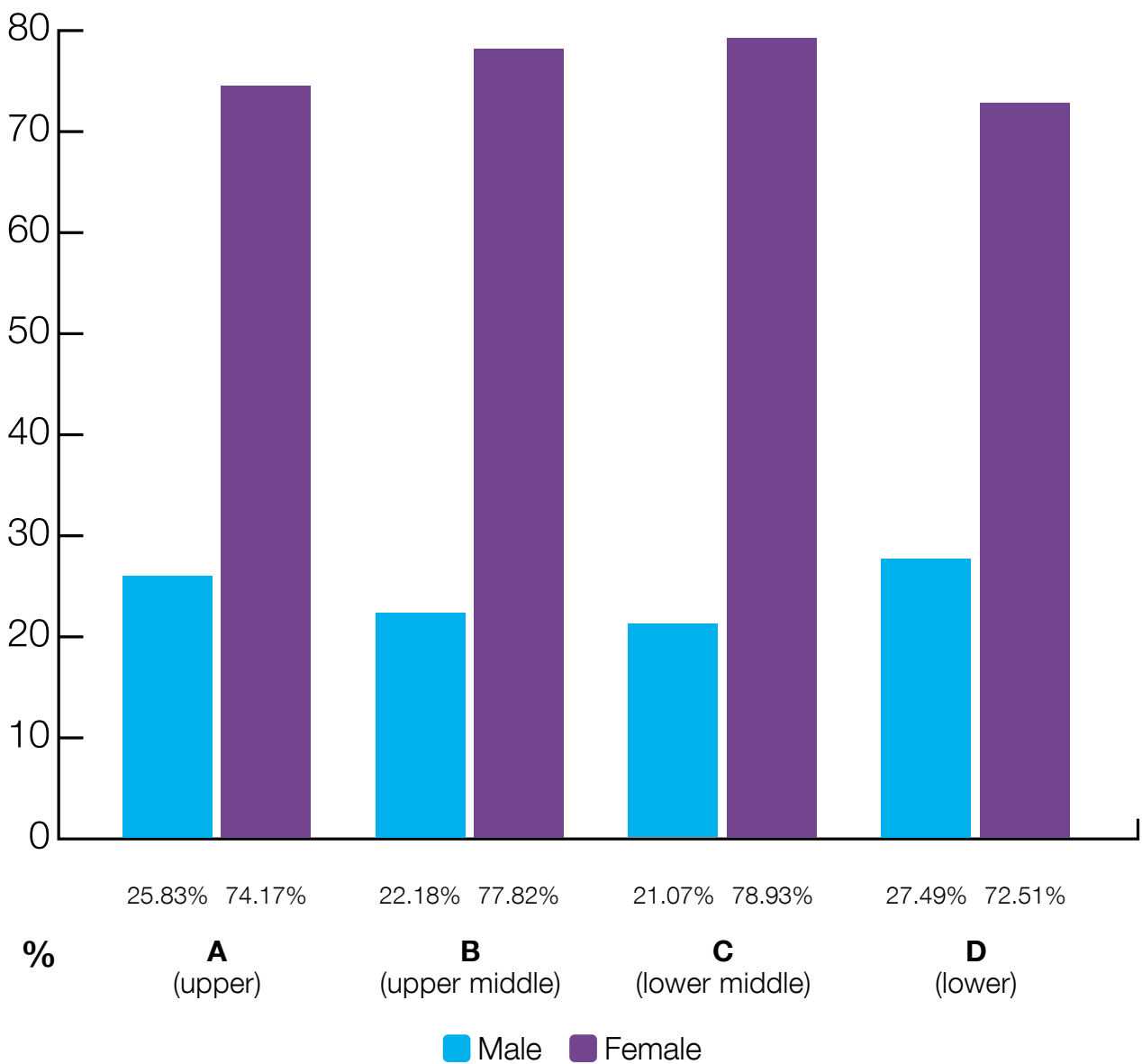
Male employees: 2.6%

Female employees: 3.8%

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:

Pay quartiles by gender



We're Listening:

Hft has continued a purposeful, direct listening strategy, aimed at building 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 which we will use as a benchmark to track our progress. The survey enables us to focus on inclusivity by understanding whether our colleagues feel a sense of belonging and are able to be themselves at work.

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: **2nd March 2023**





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