

Hft's Gender Pay Gap Report 2023 – 2024

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. The 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 – 2024.

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 learning disabled adults 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 had 2007 established employees across England and Wales, including apprentices in April 2023, and approximately 500 casual workers. The majority of our workforce are frontline care and support workers. Our workforce is 25% male and 75% female.

It is the dedication of our employees that makes us the highly-rated charity that we are: 86% 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, and we are working hard to ensure that they know how much we value them by recognising their achievements. 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– an internationally recognised sign of a great employer and an outstanding place to work. In addition, we are 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

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 to 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.

Hft's gender pay gap

This report provides a snapshot of our gender pay data as of 5 April 2023. 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 **3.52%** (women lower). This compares to 4.93% last year, showing an improvement.

According to the [Office for National Statistics](#), the gender pay gap decreased to 14.3% in 2023, from 14.4% in 2022, and is still below the levels seen in 2019 (17.4%), This continues the downward national trend. While Hft is not complacent about gender and pay, we note that our 3.52% gap is approximately a quarter of the size of the national gap reported last year.

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 **2.29%(women lower)** this year which is less favourable than last years gap of 0%.

Bonuses

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

Long service awards are categorised as bonuses for gender pay gap reporting purposes. Payments have been awarded to 115 of our colleagues in recognition of the long service of our fantastic and committed colleagues and are used to encourage and reward their loyalty. On colleagues' 10th anniversary with us they receive £100 and this award increases by a further £50 for each additional 5 years of service. 70 of those recipients in the last year are support workers

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 **-10.84%** (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 **-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):

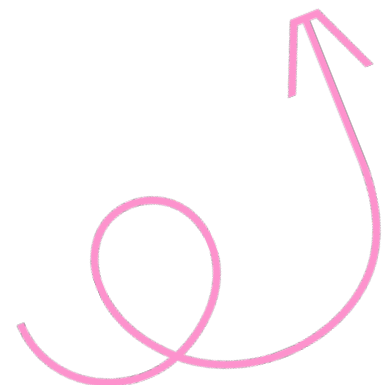
Male employees: **4.49%**

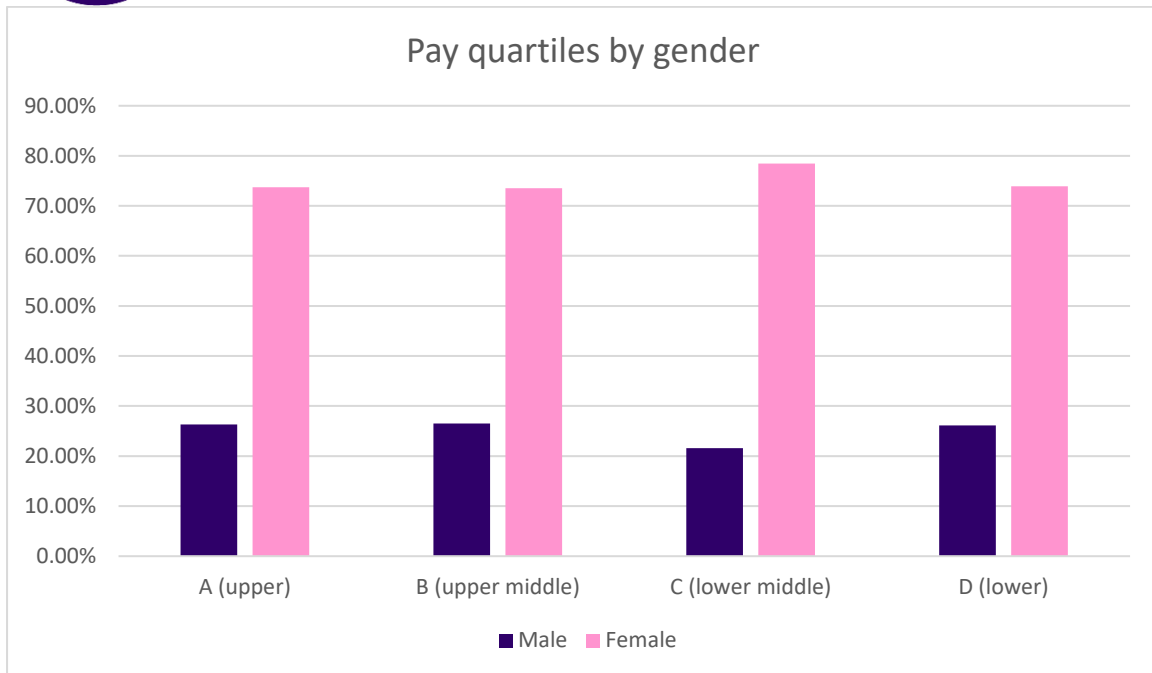
Female employees: **4.85%**

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:

Quartile	Male	Female
A (upper)	26.29%	73.71%
B (upper middle)	26.49%	73.51%
C (lower middle)	21.56%	78.44%
D (lower)	26.10%	73.90%





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: Stephen Veevers

Job title: Chief Executive Officer

Date of statement: 3 April 2024