



Learning  
disability  
allies

# Hft's Gender Pay Gap Report 2024-2025



21 March 2025

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Hft was founded in 1962, by a group of visionary parents who wanted the best life for their learning disabled children. We've since grown and offer services across England and Wales, and while much has changed over that time, what hasn't changed is our commitment to ensuring learning disabled adults live the best life possible. Living their life, their way.

We support people in all areas of their life through Supported Living, Domiciliary Care, Day Opportunities and Residential care and support, as well as Short Breaks, Respite Care and Transition services. We run friendship and confidence building programmes via our Luv2MeetU service, and support learning disabled adults to enter the world of work in our Supported Employment programme. Through our person-centred approach we support over 2,500 learning disabled adults to live with more choice, independence, control and increased access to their local communities. Hft enables colleagues to develop the specialist skills and expertise needed to provide the kind of support we believe in.

We remain committed to pay arrangements that are equitable and transparent. Our approach to pay is intrinsically connected to affordability and organisational sustainability. We are a service delivery organisation and our approach to pay is impacted by the political environment and market rates within the social care sector. When considering pay rates, our aim is to ensure they are both competitive and reflect the need to recruit and retain individuals with critical skills. This has to be balanced against income and affordability.

## Introduction to the report

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Hft is legally required to publish specified information relating to our gender pay gap.

The report includes:

1. The average gender pay gap as a mean average.
2. The average gender pay gap as a median average.
3. The proportion of males and females when divided into quartiles ordered from lowest to highest pay.
4. The average bonus gender pay gap as a mean average.
5. The average bonus gender pay gap as a median average.
6. The proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.

The information below is based on pay data held on the Hft payroll system for all employees as of 5 April 2024. At this point, 26% of our colleagues were male and 74% female.

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

# Hft's gender pay gap

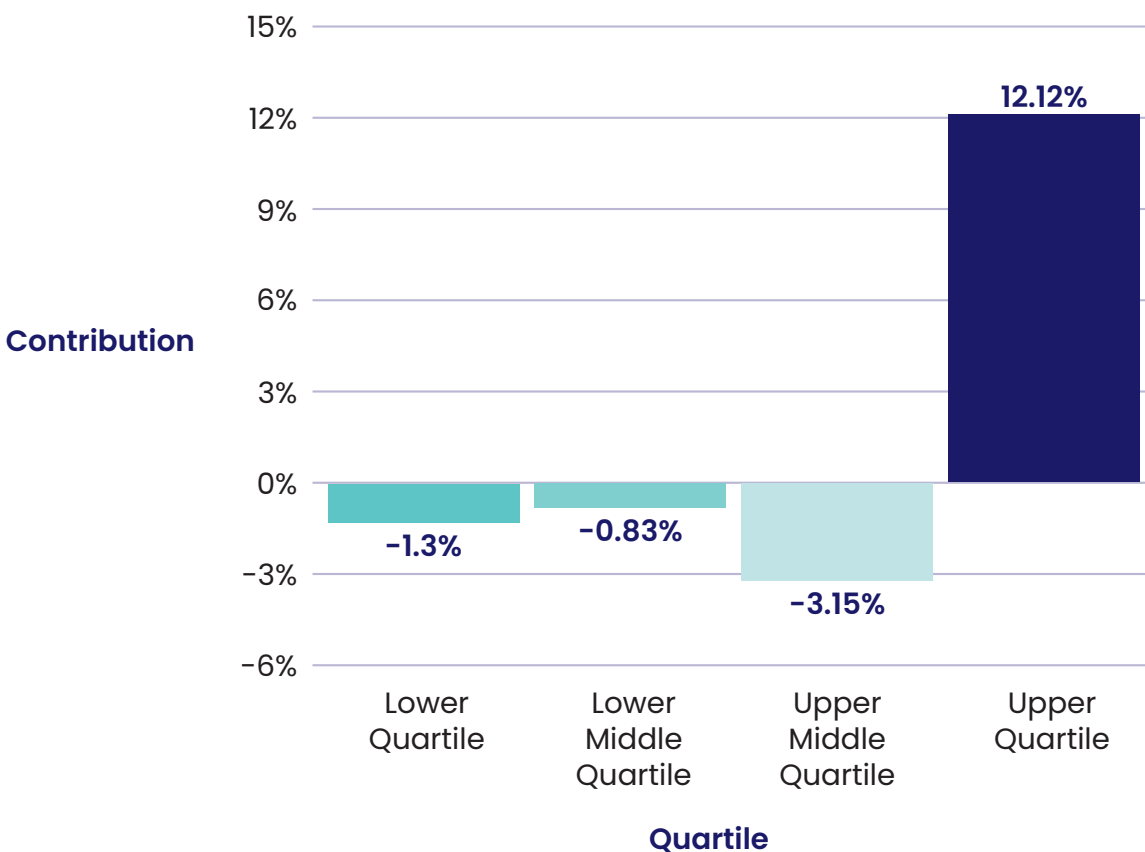
## Mean gender pay gap in hourly pay

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.

At Hft, our mean gender pay gap is **6.84%** (women lower). This compares to **3.52%** last year, showing an increase in the size of the gender pay gap. The increase in mean hourly rate is driven by changes to the gender split within our most senior population in the upper quartile. This has contributed 12.12% to the gender pay gap, due to a 20% increase in male ratio within this quartile alone. This was a snapshot in time during April 2024, when the organisation was experiencing large scale change. At that point, the Executive team comprised of 60% male and 40% female. At the end of March 2025, the makeup of the Executive Team is 29% male and 71% female.

The makeup of the Senior Leadership Team was 53% male and 47% female at the time of this gender pay gap snapshot data in April 2024. At the end of March 2025, the makeup of our Senior Leadership Team is 45% male and 55% female. We expect these changes to reduce our gender pay gap in our 2025 reporting

Whilst we were disappointed to see the gender pay gap increase in this reporting period, it remains below the national picture. The national gender pay gap reported by **Office for National Statistics**, indicates the gender pay gap for full time hourly rates have decreased from 7.5% in 2023, to 7% in 2024. Nationally, male employees in the top of the upper quartile earn substantially more than the equivalent female employees. We are determined to work to reduce the gender pay gap in all quartiles at Hft.



## Median gender pay gap in hourly pay

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

At Hft, our median gender pay gap is **0.37% (women lower)** this year, which is more favourable than the prior years gap of 2.29%.

## Bonuses

Bonuses do not play a significant part in Hft's reward strategy, however, for this period of reporting, a revised pay strategy included a bonus scheme to drive retention across our lower and lower middle quartiles and help reduce costs from agency usage. The Retention Bonus was paid to all qualifying support workers every six months, in their first two years of service. Feedback from colleagues showed the scheme was confusing for colleagues to understand and complex to administer. A decision was made in October 2024, to bring this scheme to a close and to invest in higher hourly rates.

Bonus calculation continues to include long service awards and payments which have been awarded through our recognition scheme of Going the Extra Mile (GEM nomination process), for colleagues who go above and beyond.

## Proportion of males and females receiving a bonus payment

The proportions of male and female employees who received bonus pay as follows; Male employees: **20.93%**. Female employees: **20.65%**.

## 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 **-0.68%** (women higher).

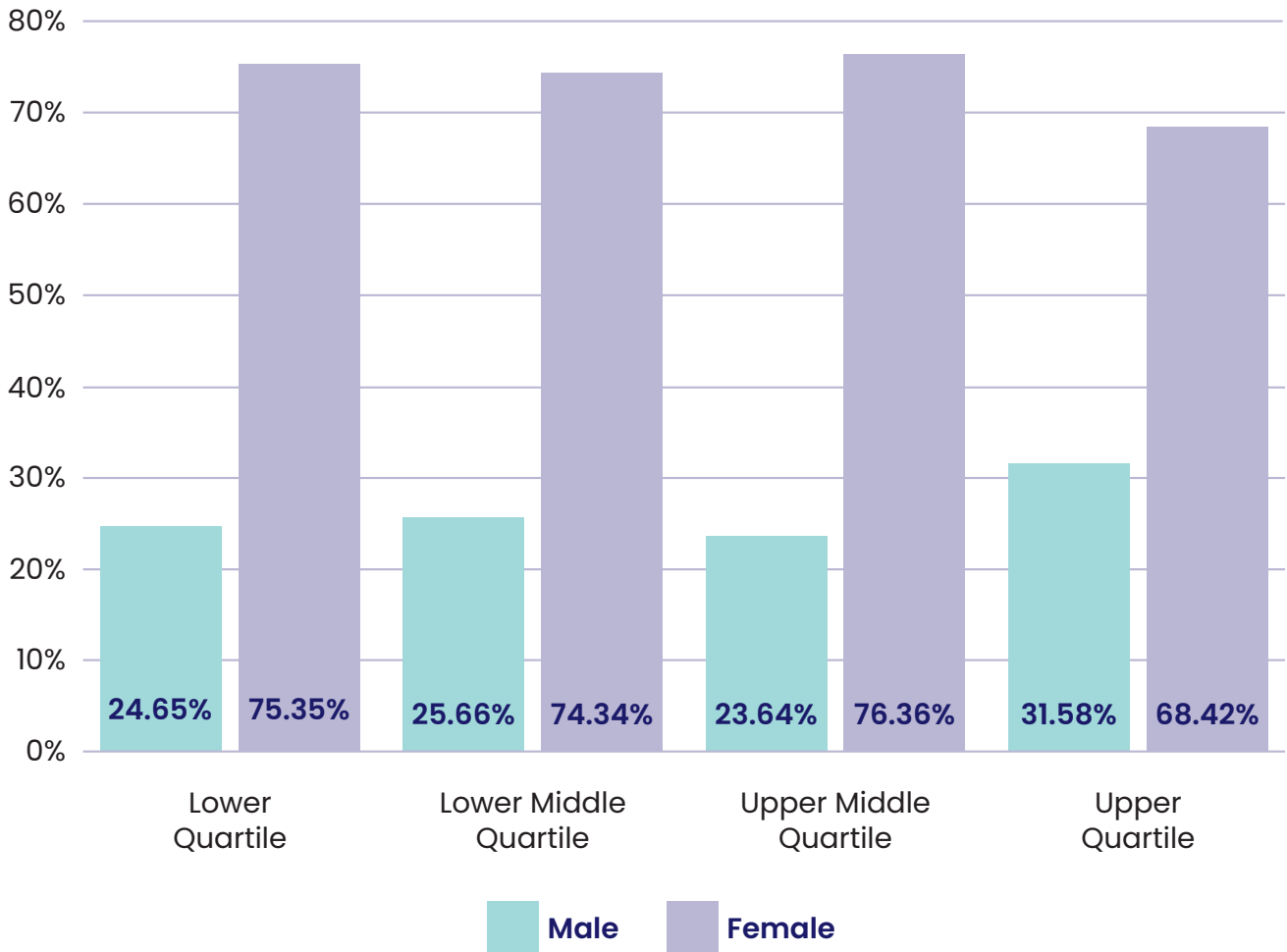
## Median bonus gender pay gap

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is **-15.52%** (women higher).

## Proportion of males and females in each pay quartile

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	24.65%	25.66%	23.64%	31.58%
Female	75.35%	74.34%	76.36%	68.42%

## Pay Quartiles



Hft overall gender split of relevant employees (not reportable) is 24% male and 76% female.

## Our commitment to equality, diversity and inclusion

We've set out a number of guiding principles that guide our actions and priorities at all levels across the organisation. These will help us to continue becoming a diverse and inclusive organisation where all colleagues feel valued, respected and have a sense of belonging. These include committing to attract, develop and support a diverse workforce that reflects the communities we serve. A current initiative driving this is our Engagement strategy which is underpinned by a Big Conversation across the organisation. This began with a Colleague Survey in December 2024.

Equity, diversity and inclusion is a focus within the action planning that is underway acting on the results of the survey.

## Recruitment and retention

We're committed to attracting, developing and supporting a diverse workforce that reflects the communities that we serve. Our recruitment policies and practice have been reviewed to ensure our recruitment principals underpin our values with regards to equality and diversity in the workplace to ensure:

- We employ the most suitable person for the job role with the process being fair and transparent.
- All candidates are given the opportunity to highlight their capability.
- We are committed to attracting, developing and supporting a diverse workforce that reflects the communities we serve.
- We remain a Disability Confident employer, committed to support disabled colleagues and attract diverse talent.

## Learning and development

We're reviewing our current learning and development offer at all career stages, listening to the voice of our colleagues through our engagement strategy. As a provider of regulated care, we have a responsibility to provide high quality learning and development that delivers accredited qualifications. We also offer a variety of apprenticeships that support development across a range of skills.

We see learning and development that is accessible to all our colleagues as key to career development and opportunities that can reduce the gender pay gap.

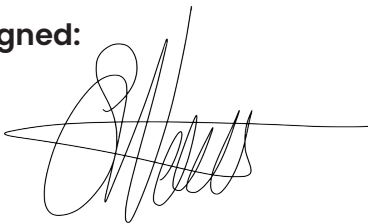
## Pay and reward

At Hft, we continued to prioritise colleagues' pay in 2024-25, with all colleagues receiving an uplift of some kind. We continue to engage with our colleagues and work to review our pay and benefits offers to ensure they remain relevant and beneficial to colleagues.

We recognise that there is more to do in reducing the gender pay gap and will focus on the areas of action noted.

**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:** 21 March 2025