



Hft's Gender Pay Gap Report 2025-2026



April 2026

Hft's Gender Pay Gap Report 2025–2026

Proudly established in 1962, by a group of visionary parents, we're creating a future where learning disabled people can live the best life possible. Life can be complicated for everybody. But sometimes things are harder for learning disabled people, who can feel shut out of the society we all share. With the right care, support, and encouragement, we believe that everyone with a learning disability can find enjoyment, comfort and satisfaction in their lives.

We help our colleagues to develop the specialist skills and expertise needed to provide the kind of support we believe in. And we try to make sure they always have time to build trusted, caring relationships with the people and families they support.

Our services

- Providing personalised support
- Creating solutions for living independently
- Coming together to campaign for positive change
- Fundraising for new opportunities and a bigger impact.

We support people in all areas of their life through Supported Living, 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.

Our support workers make up over 80% of our 2,200 established colleagues, and are represented in every pay quartile. Like most social care providers our workforce is predominantly female. The information in this report is based on pay data held on the Hft payroll system for all employees as of 5 April 2025. At this point, 73% of our colleagues were female and 27% male; in line with prior year.

We remain committed to pay arrangements that are equitable and transparent. Our approach to pay is intrinsically connected to affordability and organisational sustainability. We're 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.

Gender Pay Gap Reporting Responsibilities

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 females and males 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 females receiving a bonus payment and proportion of males receiving a bonus payment.

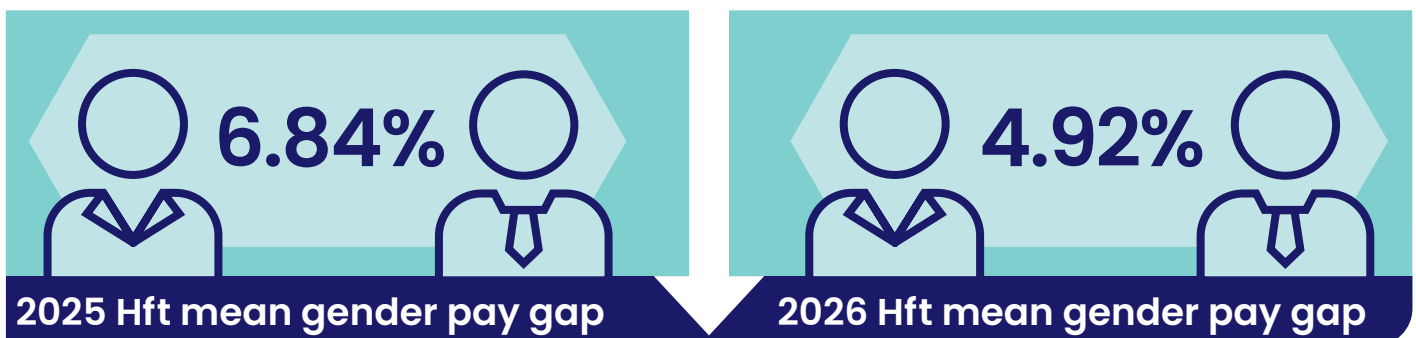
Reporting on pay gaps helps us understand the size and causes of any pay gaps and identify any issues that need to be addressed. Publishing and monitoring pay gaps help us understand the reasons for any gap and consider whether we need to develop action plans to tackle the causes.

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 **4.92%** (women lower) a positive reduction on last year's **6.84%**. The Upper Quartile pay gap has reduced from 12.12% to 6.08%. This is largely due to the increased proportion of females in the Executive Leadership Team, with 67% female Executive directors and 33% male Executive Directors.



The makeup of the Senior Leadership Team has shifted marginally to 53% female and 47% male, making the overall ratio of colleagues in a leadership role, 56% female and 44% male in April 2025.

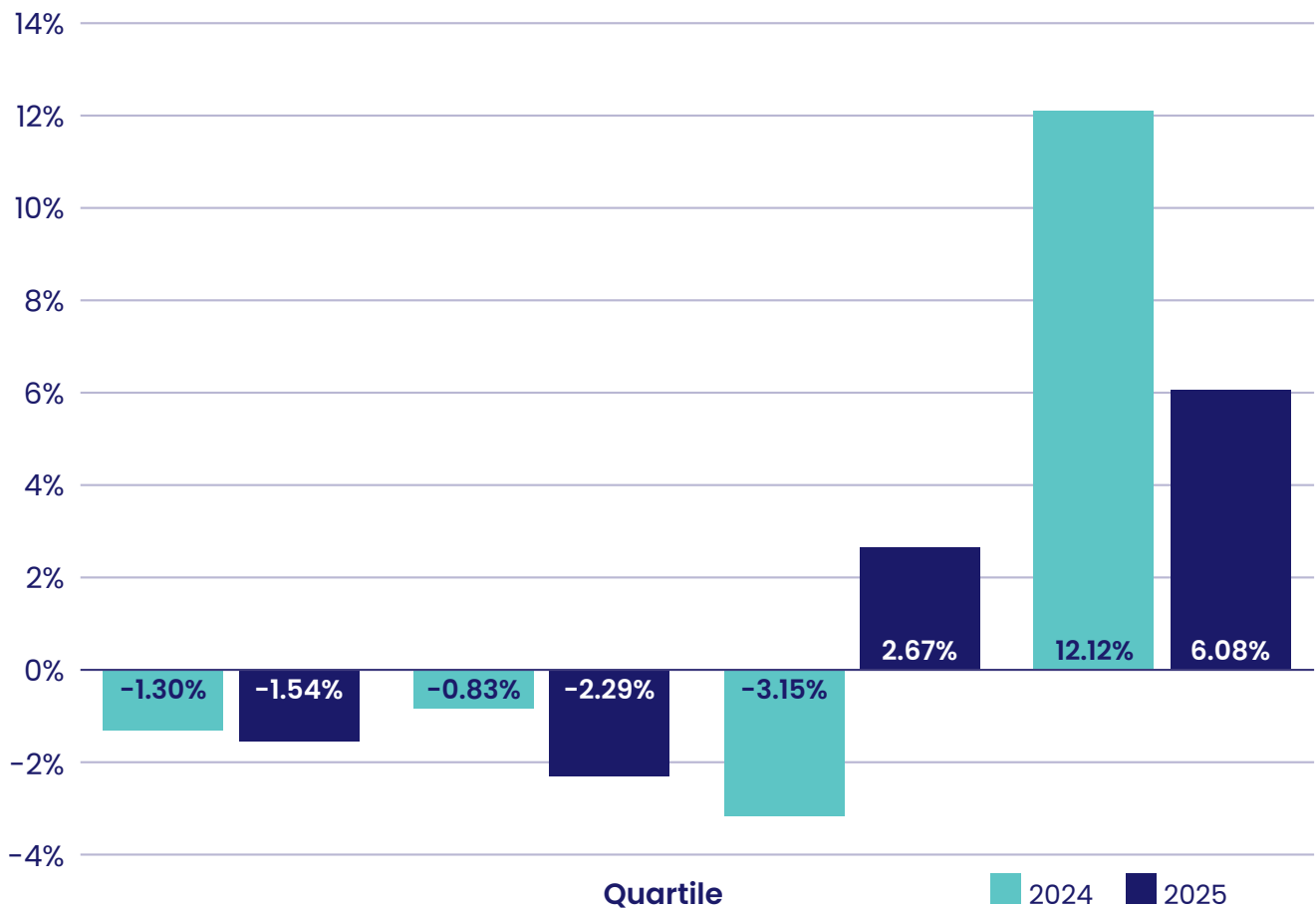
Proportion of males and females in each pay quartile

	Top Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Female	70.74%	70.94%	75.15%	75.60%
Male	29.26%	29.06%	24.85%	24.40%

We're not complacent about the need to reduce the pay gap; however, we're pleased to have made the year on year progress. Our pay gap is significantly below the national gender pay gap indications of **Office for National Statistics**. They currently indicate the gender pay gap for full time hourly rates will decrease from 7.1% in 2024, to 6.9% in 2025. Nationally, male employees in the top of the upper quartile continue to earn substantially more than the equivalent female employees with an indicative gap of 15.2%.

The graph below shows the contribution from each quartile towards the gender pay gap and how this compares to the prior year. It would be normal for the upper quartile to have the biggest impact on the gender pay gap due to this quartile holding roles from Senior Support Worker through to Exec Level.

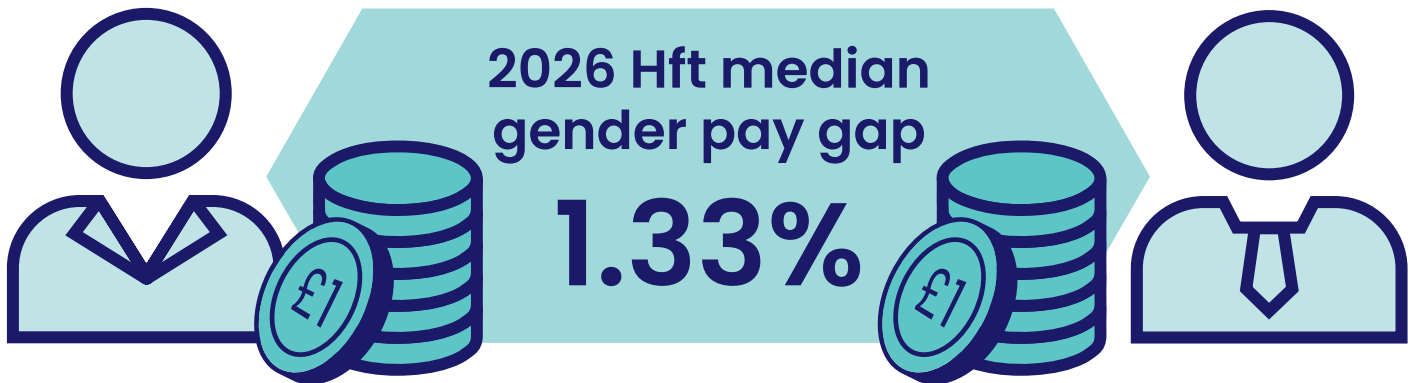
Contribution



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 **1.33%** (women lower) this year, which is marginally higher than last year's gap of 0.37%. Looking back over two years it remains below the 2.29% gap in 2024.



Bonuses

Bonuses do not play a significant part in Hft's reward strategy. Bonus payments remain a small percentage of our pay spend. They currently include fixed long service awards and a discretionary recognition scheme for colleagues who Go the Extra Mile (GEM Award) nominated by colleagues. For the period of reporting we also paid the final payments for a fixed Retention Bonus scheme payable to support workers in their first two years of service. This was removed in October 2024, and we do not expect these to feature in future reporting. Bonus' range from £10 (GEM Award) to £500 (Retention Bonus).

Proportion of females and males receiving a bonus payment

The proportions of female and male employees who received bonus pay as follows;
Female employees: **29.83%**; Male employees: **25.86%**.

As the number of males within the organisation is significantly smaller than the number of females, the number of male support workers who received a retention bonus has disproportionately increased the average bonus for male employees.

Mean bonus gender pay gap

Based on the mean (average) bonus pay for female and male employees in the relevant pay period, our mean gender bonus gap is **6.89%** (women lower).

Median bonus gender pay gap

Based on the median (middle) bonus pay for female and male employees in the relevant pay period, our median gender bonus gap is **4.46%** (women lower).

Our commitment to equality, diversity and inclusion

At Hft we're committed to promoting equity, diversity, and inclusion (EDI) in everything we do. The people we support, colleagues, trustees, volunteers, agency workers and partners from other agencies come from all walks of life. We draw upon the differences in who we are, what we've experienced and how we think to support learning disabled adults and all those we work with to live their best life.

We're working to become a more diverse employer, which means making our workforce as representative of people across the UK as we can. We know that a diverse workforce can bring a whole range of ideas and perspectives that help us improve and meet the needs of the people we support.

We commit to ensuring all our colleagues, people we support and anyone who works with or for us, will be treated fairly and with respect. We believe that this includes fair and transparent processes for pay.

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

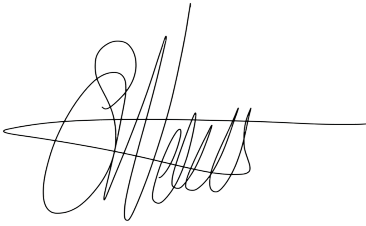
At Hft, we've continued to focus on hourly pay in 2025-26 period, with all colleagues receiving an uplift of some kind. Across our lower and lower middle quartiles, we've enabled colleagues to maintain a differential in base pay from the national minimum wage rates. Additionally, contributing to an ongoing reduction in costs from agency usage and focus on increasing our established headcount.

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:

A handwritten signature in black ink, appearing to read 'S. Veevers', with a long horizontal line extending to the right.

Name: Stephen Veevers

Job title: Chief Executive Officer

Date of statement: 21 April, 2026