

# The Gender Pay Gap Report 2019

## Introduction

Legislation came into force in April 2017 which requires UK employers with more than 250 employees to publish gender pay and bonus gaps. As a business we are fully supportive of this and encourage it to ensure gender equality throughout the UK.

We are incredibly proud of the 1099 employees within the H&T family and recognise that they are our most important asset. H&T constantly work to attract, engage, and retain our people. We strongly support all our colleagues to succeed in the business and provide equal opportunities to all.

73% of our employees are female, and we are confident that we pay according to role not gender.

## Gender Pay Calculations

The gender pay gap reporting regulations ensure that all organisations calculate their gender pay gap in a consistent way. They also make it clear how data is presented. Calculations are based on a snapshot date of 5 April 2019 and are the percentages that men are paid more than women.

### PAY / HOURLY RATE

<b>Mean Gender Pay Gap</b>	<b>Median Gender Pay Gap</b>
The mean average adds all of the values within a Range and divides by the total number of values.	The median average is the middle of a range of numbers that are ordered from smallest to largest.
26%	10.4%

### BONUS PAY

<b>Mean Gender Bonus Pay Gap</b>	<b>Median Gender Bonus Pay Gap</b>
As with calculating the mean pay gap using bonus payments received in the 12 months up to the snapshot date as opposed to ordinary pay.	As with calculating the median pay gap using bonus payments received in the 12 months up to the snapshot date as opposed to ordinary pay.
47.8%	32.9%

### Proportion of men and women receiving a bonus:

<b>Male</b>	<b>Female</b>
63.8%	78.2%

## Pay Quartiles:

Pay quartiles are calculated by arranging all of our employees pay in order, lowest to highest and then splitting the arrangement into four equal quarters.

Quartiles	Male %	Female %
Lower	15.7	84.3
Lower Middle	19.6	80.4
Upper Middle	22.2	77.8
Upper	33.0	67.0

## Progress

We have seen some improvements in the reduction of the Median Gender Pay Gap and an increase in the percentage of females in the Upper Quartile of the organisation.

Whilst there is quite significant improvement in the Bonus Pay gap compared to 2018, this has been artificially impacted by limited bonus payments at the Upper Quartile of the organisation.

## Moving Forward

We will complete a more detailed pay review in the coming months and remain committed to reducing and closing any gaps. We are seeking more diverse candidate pools in our approach to talent acquisition and reinforcing selection and assessment processes to avoid any bias in decision making.

We ensure active development and career planning discussions with all employees. In particular we support our female population in developing their careers and supporting them following events like maternity leave.

## Declaration

I can confirm that all data reported is accurate and in accordance with the Equality Act 2010 (Gender Pay Information) Regulations 2017.

John Nichols - CEO

April 2020