



GENDER PAY REPORT 2021

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 believe strongly in equality and being an equal pay for equal work employer.

We are incredibly proud of the 1314 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.

75% 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 2021 and are the percentages that men are paid more than women.

PAY / HOURLY RATE

Mean Gender Pay Gap

The mean average adds all of the values within a range and divides by the total number of values.

27%

Median Gender Pay Gap

The median average is the middle of a range of numbers that are ordered from smallest to largest.

14.1%

BONUS PAY

Mean Gender Bonus Pay Gap

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.

36.9%

Median Gender Bonus Pay Gap

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.

16.2%

PROPORTION OF MEN AND WOMEN RECEIVING A BONUS

Male

86.9%

Female

93.1%

Pay Quartiles

The information below shows the percentage of male and female employees in each pay quartile after arranging all our employees pay in order, lowest to highest and then splitting the arrangement into four equal quarters.

QUARTILES		
	Male %	Female %
Lower	16.8	83.2
Lower Middle	18.9	81.1
Upper Middle	23.4	76.6
Upper	40.7	59.3

Moving Forward

We are committed to reducing and closing any gaps and are now examining pay in far greater detail. Pay decisions are based on external market data and internal pay position so we are confident that there is no bias in our pay decisions.

Improvements have been seen in female representation at more senior levels. The bonus pay gap has improved however this relates to the Directors receiving no bonus payment in 2021 (for 2020 performance). The main challenge remains the percentage of men in the Upper quartile of the organisation compared to women. Further actions have been taken during 2021 to increase the percentage of women. During the recruitment process, there is a key focus on obtaining a diverse candidate pool to ensure that greater balance is achieved. Pay in 2021 has also been externally benchmarked and this will impact future gender pay reports.

Declaration

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

Chris Gillespie

CEO

April 2022