



GENDER PAY REPORT 2020

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 1431 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.

74% 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 2020 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.

35%

Median Gender Pay Gap

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

11.8%

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.

246%

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.

90.5%

PROPORTION OF MEN AND WOMEN RECEIVING A BONUS

Male

85.6%

Female

87.2%

Pay Quartiles

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

QUARTILES	Male %	Female %
Lower	15.9	84.1
Lower Middle	22.1	77.9
Upper Middle	25.1	74.9
Upper	41.5	58.5

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.

The main challenge faced is the percentage of men in the Upper Middle and Upper quartiles of the organisation compared to women and this has increased since the last report. There is a strong focus during the recruitment process to ensure diversity in the pool of applicants attracted and an objective selection process for both external hires and internal job mobility.

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 2021