

Gender Pay Gap at Harrogate Integrated Facilities

1. Introduction and Background

New regulations enacted in 2017 now require the Company to undertake detailed analysis relating to gender pay. The Company is required to publicise a specific data set relating to a snapshot date of 31st March 2019.

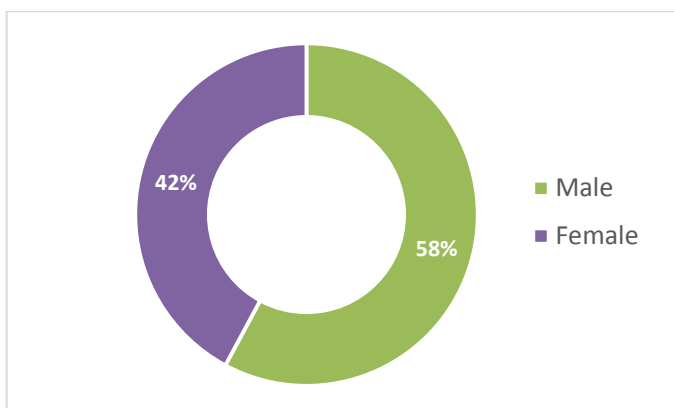
It is important to highlight the difference between equal pay and a gender pay gap. Equal pay is a legal principle and relates to men and women receiving different pay for work of equal value, whereas gender pay analyses the differences in average pay for men and women within an organisation. It is entirely possible to have a significant gender pay gap whilst having complete pay equality.

The Company pays the majority of staff who transferred on the 1st March 2018 on the Agenda for Change scale, any staff engaged in post since 1st March 2018 are paid on a scale comparable to Agenda for Change. Added to which all staff who fall below the Living Wage are in receipt of a top up payment. By using Agenda for Change and the HIF shadow scale provides assurance that equal pay for equal work is recognised i.e. someone entering the band 3 scale with the same level of qualification and experience would be paid the same irrespective of gender, they would then have the opportunity to progress up the pay scale annually.

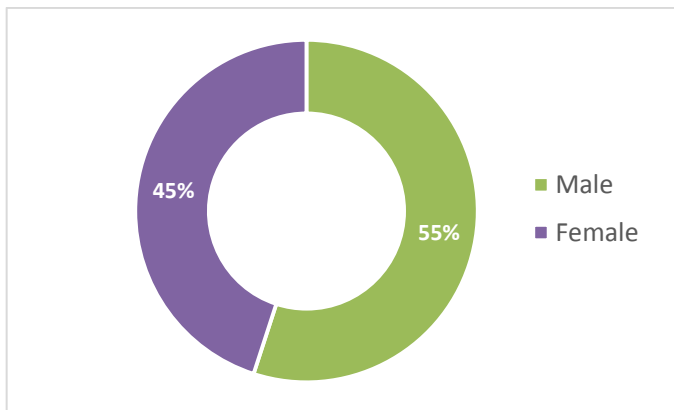
2. Company Position

Staff eligible for inclusion in the report as at the 31st March 2019 was 299 (excludes those on career break, maternity, adoption leave) The workforce gender split at the time was as follows, female – 126 male – 173.

2019



2018



The Company is effectively balanced between male and female workforce.

3. Gender Pay Information

All organisations with over 250 employees are required to publish six key metrics, the outcomes of which are summarised in the next two sections of this report.

The mean and median gender pay gap in hourly pay between males and females:

Gender	Mean Hourly Rate 2018	Median Hourly Rate 2018	Mean Hourly Rate 2019	Median Hourly Rate 2019
Male (£)	10.63	9.63	11.69	10.64
Female (£)	10.47	9.86	10.98	10.46
Difference (£)	0.16	-0.22	0.71	0.18
Pay Gap %	1.52	-2.33	6.06	1.68

As shown the Company is reporting a 6.06% gender pay gap, meaning that based on an average hourly rate men are paid 6.06% more than women. This gap is an increase on 2018, which was 1.52%.

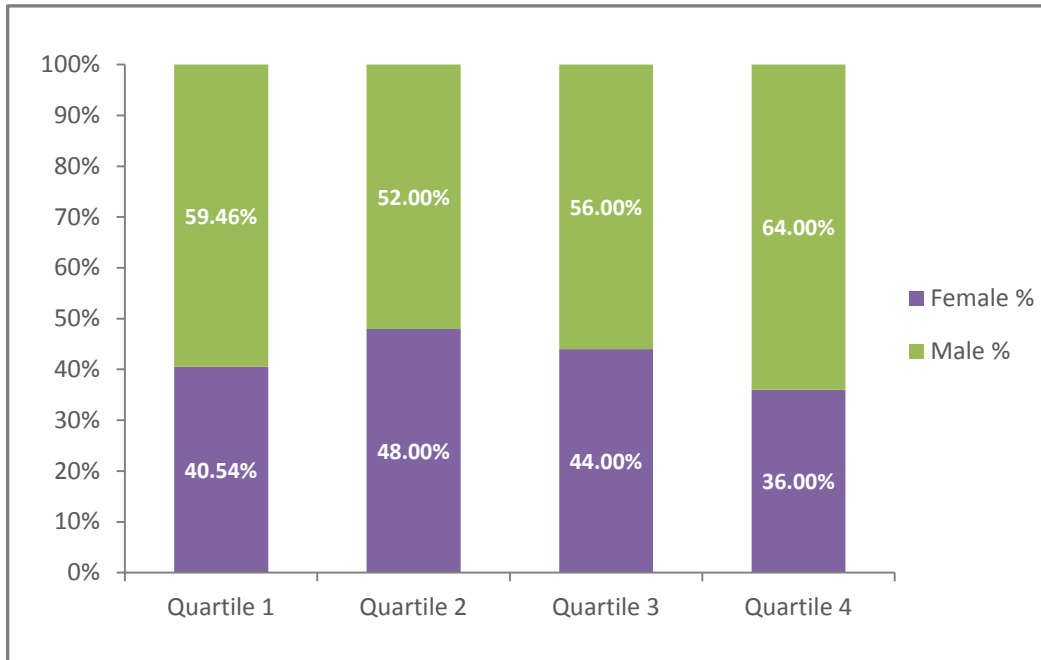
The figures also demonstrate that the Company has a 1.68% median gender pay gap in 2019, which means that the median rate is lower for females. This figure is an increase in comparison to 2018, which saw a negative median gender pay gap, which meant in the previous year the median rate for males was lower.

As can be seen in the company profile the percentage of males has increased in 2019 compared to 2018. There are 173 males of which only 59 are less than whole time (including bank contracts), of the 126 females 77 are less than whole time (including bank contracts).

The increase in male staff from 2018 are new recruits or promoted onto the new terms and conditions, these include a base rate salary 3% higher than Agenda for Change, although with pension contributions the reward envelope is the same. This will contribute to the gender pay gap as less females have been recruited in the same period. The company also has more higher banded men than women at band 6 and above which will have an impact.

4. Proportion of males and females in each pay quartile (1 is low, 4 is high):

The graph below shows that the highest proportion of males is found in the upper quartile, this is 64.0% (2018 – 56.0%) of the overall male workforce. In contrast, the highest proportion of females is found in the 2nd quartile 52.0%.



5. Mean and median bonus gender pay gap across 12 months to the 31st March 2019

The Company currently only pays bonus in the form of long service awards. Which is a £40 bonus paid to both males and females in recognition of 25, 30, 35, 40 and 50 years’ service as the Company has been in existence for 24 months, this will account for staff who have continuous service from their service with HDFT. As this bonus is paid out at an equal level to all employees it has no influence on the figures.

In 2019 there were 9 long service awards, 3 female, 4 male.

NB this data is blank due to no bonus payments.

Gender	Mean Bonus 2018	Median Bonus 2018	Mean Bonus 2019	Median Bonus 2019
Male (£)	0.00	0.00	0.00	0.00
Female (£)	0.00	0.00	0.00	0.00
Difference (£)	0.00	0.00	0.00	0.00
Pay Gap %	0.00	0.00	0.00	0.00

Proportion of males and females receiving a bonus payment

Taking long service awards into account, as a proportion, 2.4% of females (3) received a bonus compared to 2.3% of males (4).

Recommendations regarding the Gender Pay Gap

- To review the shadow scale annually to ensure that the total reward package is comparable for all staff and is bias free in its application.
- Raise awareness and be more responsive to flexible working opportunities through internal communications and training.
- Evaluate current recruitment practices, to ensure that the company does all it can to encourage applications to achieve a more even gender balance at all levels.
- Consider the use of additional training, e.g. unconscious bias training