

Gender Pay Gap at Harrogate Integrated Facilities

1. Introduction and background

Legislation has made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which came into force on 31 March 2017. The Company is required to publicise a specific data set relating to a snapshot date of 31 March 2025.

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 the gender pay gap refers to 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 1 March 2018 on the Agenda for Change scale; any staff engaged in post since 1 March 2018 are paid on a scale comparable to Agenda for Change, and all staff who fall below the Living Wage are in receipt of a top-up payment. 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, and would then have the opportunity to progress up the pay scale annually.

Definitions and scope

The gender pay gap is a measure that shows the difference in average earnings between men and women across an organisation.

The gender pay gap is measured in two different ways: firstly, the difference between the mean of hourly rates of men and the hourly rates of women; and secondly, as the difference between the median of hourly rate (men) and hourly rate (women).

Mean and Median

- The 'mean' is an average of all hourly rates of pay.
- The 'median' is the middle value in a complete list of all hourly rates of pay.

The report is based on rates of pay for the 2024/25 financial year and includes all 'full-pay relevant employees' as at 31 March 2025.

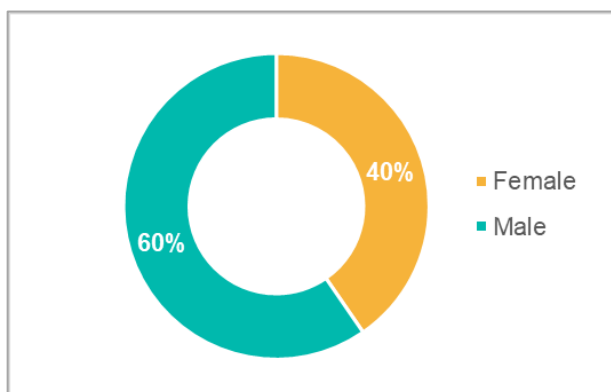
'Full-pay relevant employees' are those who received their usual full basic pay (or pay for piecework) during the pay period. Employees who did not receive their usual full basic pay during the pay period, including staff who had reduced pay due to maternity leave, long-term sickness, or unpaid leave, are not classed as full-pay relevant employees and are therefore excluded from the gender pay calculation.

A positive figure indicates a gender pay gap disadvantageous to women; a negative figure indicates a gender pay gap disadvantageous to men.

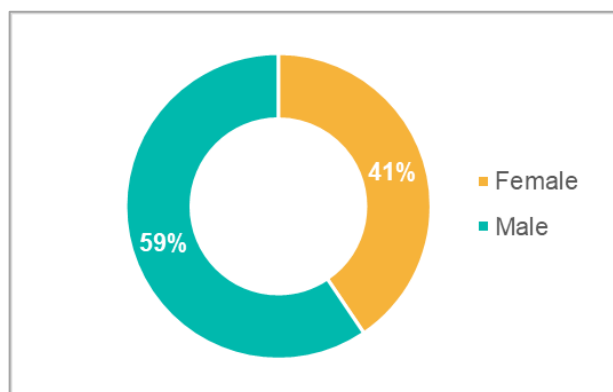
2. Company position

The number of staff eligible (full-pay relevant employees) for inclusion in the report as at 31 March 2025 was 359. The workforce gender split was 214 males and 145 females.

2025



2024



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

Gender	Mean Hourly Rate 2025	Median Hourly Rate 2025	Mean Hourly Rate 2024	Median Hourly Rate 2024
Male (£)	15.59	14.25	14.92	13.59
Female (£)	15.50	14.15	14.96	13.44
Difference (£)	0.08	0.10	-0.03	0.15
Pay Gap %	0.54	0.67	-0.23	1.08

As shown, the Company is reporting a 0.54% gender pay gap, meaning that based on an average hourly rate, men are paid 0.54% more than women. This is a change from the previous year, which was favourable to females.

The median gender pay has decreased from 1.08% in 2024 to 0.67% in 2025. Whilst this remains favourable to males, the gap has narrowed in comparison to the previous year. When comparing median hourly wages for 2025, women working at the company earn 99p for every £1 that men earn.

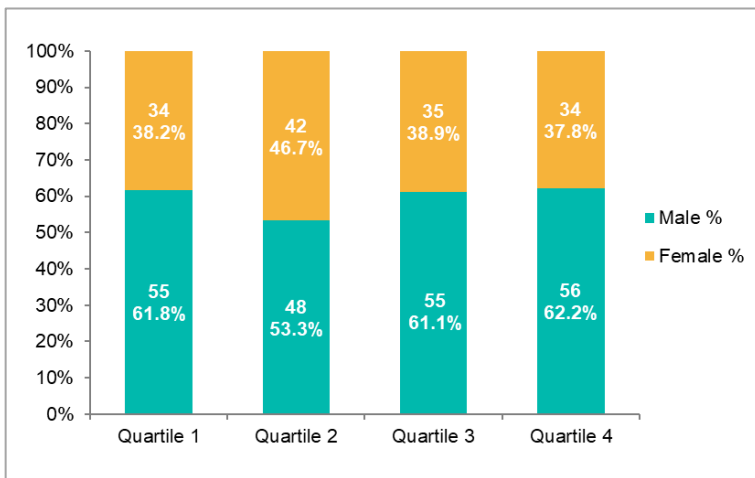
The Company profile shows that the percentage of females slightly decreased in 2025 compared to 2024, effectively moving away from a balance between the male and female workforce.

It should be noted that the company also has more men than women at Band 6 and above, which will have an impact.

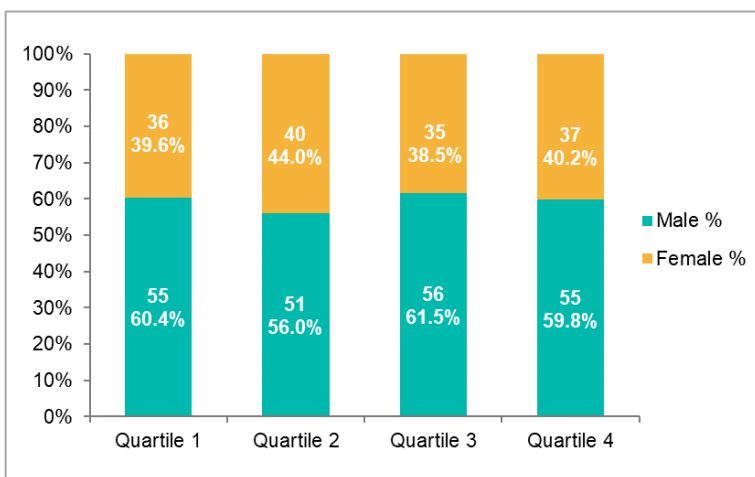
4. Proportion of males and females in each pay quartile (1 is low, 4 is high)

The graph below shows that the highest proportion of males is found in the upper quartile and lower quartile.

2025



2024



5. Mean and median bonus gender pay gap across 12 months to 31 March 2025

The Company currently only pays a 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 7 years as at 31 March 2025, this only applies to staff who have continuous service with HDFT. As this bonus is paid out at an equal level to all employees, it has no influence on the figures.

Six Long Service Awards were issued to staff still employed as at 31 March 2025. Three were issued to females (50%) and three were issued to males (50%).

All Long Service Awards carry the same financial value of £40, meaning that the gender bonus gap is zero.

6. Recommendations regarding the gender pay gap

- 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.