

Gender Pay Gap Report

The Gender Pay Gap Regulations came into force in April 2017. The regulations mean that all employers with 250 employees or more are required to report their gender pay gap on an annual basis. The gender pay gap is defined as the difference between male and female average earnings on the snapshot date of 4 April 2018.

Our Gender Pay Gap

At the snapshot date Terrence Higgins Trust had 235 employees that were required to report on. While we are not required by regulation to report gender pay gap data, we feel it is important to gather and analyse the figures to keep track on the gender pay gap on an annual basis.

The table below shows the Terrence Higgins Trust mean and median gender pay gap based on hourly rates of pay as at 4 April 2018:

	Mean	Median
Hourly pay	3.5%	3.3%

Bonus payments

Terrence Higgins Trust does not pay bonuses to any of its staff and is therefore not reporting mean or median data, or the proportion of males and females receiving a bonus payment.

Pay Quartiles

The table below shows the distribution of males and females across four equally sized quartiles as at 4 April 2018:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	37%	48%	51%	53%
Female	63%	52%	49%	47%

Interpreting the data

According to the Office of National Statistics, the national average gender pay gap is 8.6% in 2018. We are pleased to continue to be an employer with a gender pay gap significantly lower than the national mean average.

Both our mean and median gender pay gaps have fallen. The mean gender pay gap has fallen by 3.5% and the median gender pay gap has fallen by 1.6%.

We are also encouraged by the proportions of men and women in our higher paid positions. In the upper quartile, males and females are on a par. We have females in senior positions acting as role models.

There is more of a gap in the lower quartile. We expect there to be the highest turnover in this quartile as we attract individuals in the early stages of their careers who tend to move on to other organisations rather than move up through the pay grades. Terrence Higgins Trust has examined whether turnover is greater among females therefore keeping salaries lower than for males. The turnover in the lower quartile is in fact lower for females – 79% for males, 53% for females. The top hourly rate in the lower quartile sits in the middle of grade C and employee figures show that females are progressing through the pay scale whereas males are leaving the organisation. This means that females are therefore progressing from the lowest quartile to the next quartile up as they remain with the organisation and their pay increases in line with our pay policy where employees move to a higher increment after 12 and 24 months' service.

All employees, except Terrence Higgins Trust's Executive¹, are paid a salary in line with our pay scales.

The Terrence Higgins Trust pay system covers grades and spinal points from A18 to SMP72 and vary according to the level of responsibility that roles have. Each grade has a set pay range. Starting salaries are based on the bottom point of the scale regardless of gender. There is incremental progression for grades A to D until the third point of the scale is reached. The longer the period of time that someone has been in a grade the more we would expect them to earn irrespective of gender.

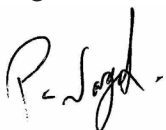
We have a suite of family friendly and flexible working policies which are taken up across the organisation. We offer enhanced benefits. Flexible working is common across all salary grades including Directors and Executive Directors. We are however aware that all those taking the Child Care Voucher (salary sacrifice) scheme are females.

We continue to appoint people to roles across the organisation based on merit regardless of gender. We have a robust application process and encourage the use of a balanced panel to carry out interviews therefore reducing the influence of unconscious bias. We encourage promotion from within Terrence Higgins Trust through advertising all our vacancies internally. All employees have an equal opportunity to apply.

Terrence Higgins Trust is committed to gender pay equality and our figures have been calculated in line with the current statutory requirements.

I, Peter Norgate, Director of People and IT, confirm that the information in this statement is accurate.

Signed



Date: 2 April 2019

1 Executive Directors and the Chief Executive are paid spot salaries based on a market rate analysis.