

## Introduction

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. Terrence Higgins Trust no longer falls into this category however we feel that this information is important to analyse for internal purposes. The gender pay gap is defined as the difference between male and female average earnings on the snapshot date of 5 April 2021.

## Our Gender Pay Gap

At the snapshot date Terrence Higgins Trust had 208 employees.

The table below shows the Terrence Higgins Trust mean and median gender pay gap based on hourly rates of pay as at 5 April 2021:

	Mean	Median
Hourly Pay	12%	9%

## 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 5 April 2021:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	34%	44%	48%	52%
Female	66%	56%	52%	48%

## Interpreting the data

According to the Office of National Statistics, the gender pay gap has fallen from 19.1% in 2016 (before the government monitoring requirement started) to 17.0% in 2020 across all employees working in organisations with 250 or more staff. A similar reduction is seen for employees working in smaller companies too, with those working for companies employing 50 to 249 seeing the largest fall since 2016, from 21.0% in 2019 to 16.3% in 2020. We are therefore pleased to be an employer with a gender pay gap significantly lower than the national mean average.

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

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.

All employees except Terrence Higgins Trust's Executive<sup>1</sup> are paid a salary in line with our pay scales.

Terrence Higgins Trust's pay system covers grades and spinal points from A18 to SMP72 and vary according to the level of responsibility that roles have. Each grade apart from A-D has a spot salary. Starting salaries for the former are based on the bottom point of the scale regardless of gender and there is incremental progression until the third point of the scale is reached. The longer the period of time that someone has been in these grades the more we they will earn irrespective of gender.

We have a suite of family friendly and flexible working policies which are taken up across the organisation and these have been reviewed in line with Covid. Flexible working is common across all salary grades including Directors and Executive Directors.

We continue to appoint people to roles across the organisation based on merit regardless of gender. We have a robust 'blind' 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 has now established a women's group and their views have been taken into account for example with the recruitment of a new Director of Equality, Diversity and Inclusion (EDI) post. In announcing its creation our Chief Executive said, 'I am pleased to be able to advise you, following discussions at Board, we have set ourselves an ambition of being an exemplar organisation in relation to equalities and diversity.'

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

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