

# 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 5 April 2017.

## Our Gender Pay Gap

At the snapshot date Terrence Higgins Trust had 277 employees that were required to report on.

The table below shows the Terrence Higgins Trust mean and median gender pay gap based on hourly rates of pay as at 5 April 2017:

	Mean	Median
Hourly pay	7.0%	4.9%

## 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 2017:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	35%	51%	48%	53%
Female	65%	49%	52%	47%



## Interpreting the data

According to the Office of National Statistics, the national average gender pay gap is 18.1% therefore we are 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 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 will examine whether turnover is greater among females therefore keeping salaries lower than for males.

All employees, except Terrence Higgins Trust's Executive<sup>1</sup>, 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, Hannah Bodek, Executive Director of Corporate Resources, confirm that the information in this statement is accurate.

Signed



Date: 3 April 2018

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