

**Board of Directors
Tuesday 27 February 2023**

Agenda Item:	12.1	
Title:	Gender Pay Gap Report 2023 (HIF)	
Responsible Director:	Angela Gillett	
Author:	Equality, Diversity and Inclusion Manager	
Purpose of the report and summary of key issues:	<p>The purpose of the report is to examine the gender pay gaps across HIF employees. 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 is reporting a - 3.19% gender pay gap, meaning that based on an average hourly rate men are paid 3.19% less than women. In contrast, the mean gender pay gap in 2022 was 3.88%, which was disadvantageous to females.</p>	
BAF Risk:	Delivering safe, efficient, compliant, responsive and outstanding quality services	✓
	Being well led and financially sustainable	
	Embedding business modernisation and service development throughout the company	✓
	Growing our future business development opportunities	
	Being an employer of choice, developing our staff, being an outstanding place to work and delivering our services with pride	✓
	Delivering our services sustainably, minimising our impact on the environment	
Corporate Risks:	No risks to note	
Report History:	None	
Recommendation:	The Board are requested to approve this report for publication on their public website and also to agree to the action plan included.	
Publication Under Freedom of Information Act:	This paper can be made available under the Freedom of Information Act 2000 once published on the external website.	

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 31 March 2023.

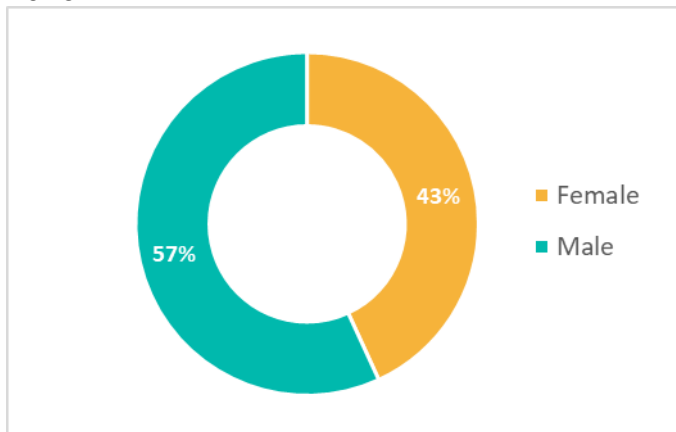
It is important to highlight the difference between equal pay and a gender pay gap. Equal pay is a legal principle and relates to men and women receiving different pay for work of equal value, whereas gender pay analyses the differences in average pay for men and women within an organisation. It is entirely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

The Company pays the majority of staff who transferred on the 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. 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.

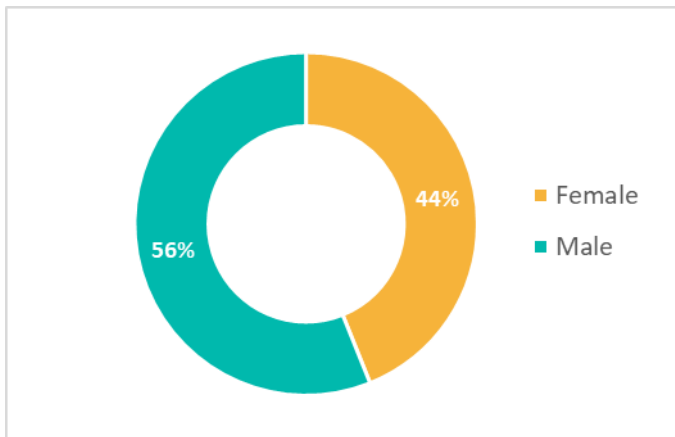
2. Company Position

Staff eligible for inclusion in the report as at the 31st March 2023 was 350 (excludes those on career break, maternity, adoption leave) The workforce gender split at the time was as follows, females – 151 and males – 199.

2023



2022



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 2023	Median Hourly Rate 2023	Mean Hourly Rate 2022	Median Hourly Rate 2022
Male (£)	13.82	12.70	12.74	11.58
Female (£)	14.26	12.74	12.25	11.68
Difference (£)	-0.44	-0.04	0.49	-0.10
Pay Gap %	-3.19	-0.29	3.88	-0.87

As shown the Company is reporting a -3.19% gender pay gap, meaning that based on an average hourly rate men are paid 3.19% less than women. In contrast, the mean gender pay gap in 2022 was 3.88%, which was disadvantageous to females.

The figures also demonstrate that the Company has a -0.29% median gender pay gap in 2023, which means that the median rate is lower for males. This gap is a decrease compared to -0.87% in 2022.

The company profile shows the percentage of females has slightly decreased in 2023 compared to 2022, effectively moving away from a balance between the male and female workforce.

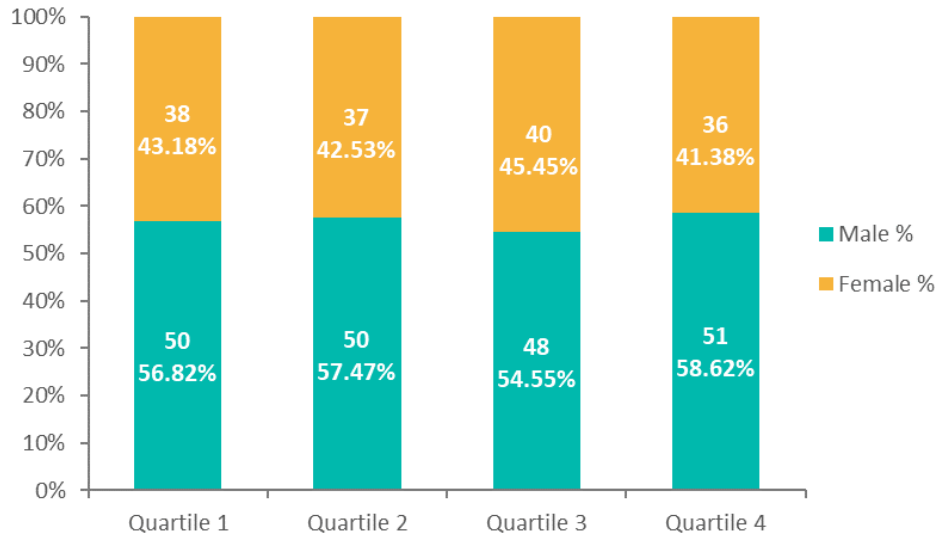
It should be noted the company also has higher banded men than women at band 6 and above which will have an impact.

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

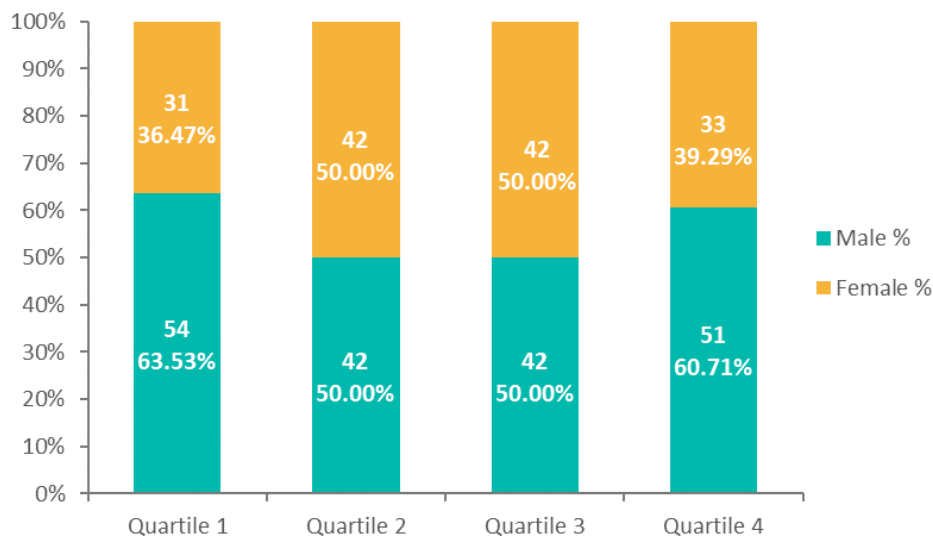
The graph below shows that the highest proportion of males is found in the upper and lower middle quartiles. Compared to the previous year, the proportion of males in the upper quartile has decreased from 60.71% to 58.62% in 2023 and increased in the middle

quartiles. In contrast, the proportion of females in the upper quartile has increased from 39.29% to 41.38% and has seen a decrease within the middle quartiles.

2023



2022



5. Mean and median bonus gender pay gap across 12 months to 31 March 2023

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 5 years as at 31st March 2023, 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.

The Long Service Awards were postponed in 2021/22 due to Covid and were awarded to employees in November 2022, along with the Long Service Awards for 2022/23. The two consecutive years are therefore reported in the 31 March 2023 Gender Pay Gap report.

In 2023 there were 10 long service awards, 6 females, 4 males.

All long service awards carry the same financial value of £40 meaning that the gender bonus gap would be zero.

6. 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.