

## Gender Pay Gap at Harrogate Integrated Facilities

### 1. Introduction and Background

Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on the 31 March 2017. Legislation has made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Harrogate Integrated Facilities ("The Company") is required to publicise a specific data set relating to a snapshot date of 31 March 2024.

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.

Since 1 March 2018, the Company pays the majority of staff who transferred on the 1 March 2018 on a scale comparable to the Agenda for Change scale. Additionally, all staff who fall below the Living Wage are in receipt of a top up payment. Using the 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 progress up the pay scale annually alongside their peers.

#### **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 described in two terms. Firstly, the difference between the mean of hourly rates of men and 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.

This report is based on rates of pay for the financial year 2023/24. It includes all workers in scope at 31 March 2024.

Employees in scope are those who received their usual full basic pay during the pay period. Employees out of scope are those who did not receive their usual full basic pay during the pay period, which includes staff who had reduced pay due to maternity leave, sickness and unpaid leave.

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

### 2. Company Position

365 staff were eligible for inclusion in the report as at the 31<sup>st</sup> March 2024. The workforce gender split was 217 males and 148 females.

Figure 1a: 2024

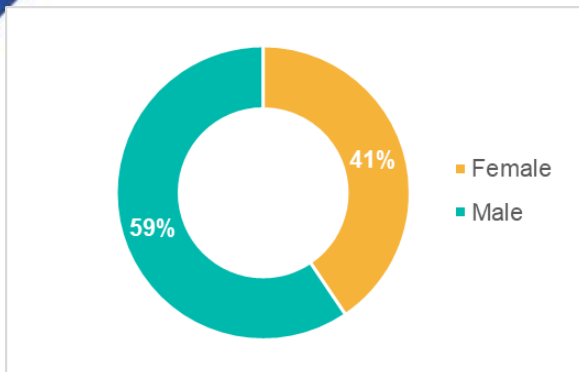
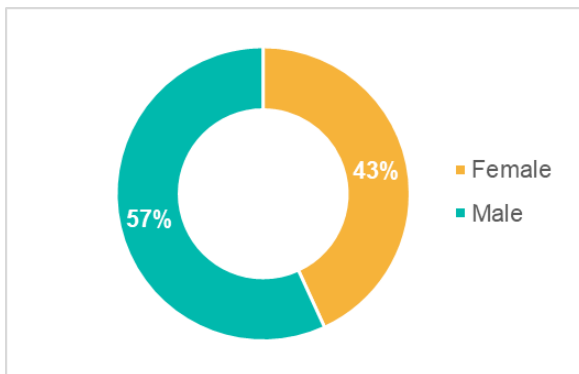


Figure 1b: 2023



### 3. Table 1: The mean and median gender pay gap in hourly pay between males and females

Gender	Mean Hourly Rate 2024	Median Rate 2024	Hourly	Mean Hourly Rate 2023	Median Rate 2023	Hourly
Male (£)	14.92	13.59		13.82	12.70	
Female (£)	14.96	13.44		14.26	12.74	
Difference (£)	-0.03	0.15		-0.44	-0.04	
Pay Gap %	-0.23	1.08		-3.19	-0.29	

As shown, the Company is reporting a -0.23% gender pay gap, meaning that based on an average hourly rate, men are paid 0.23% less than women. In contrast, in 2024, the mean gender pay gap was 1.08%, which was disadvantageous to females.

In comparison to 2023, in 2024, the mean gender pay gap has increased from -3.19% to -0.23, which indicates that the gap has narrowed and is now almost even between the genders.

The median gender pay has increased from -0.29% in 2023 to 1.08% in 2024 and has changed from being favourable to females to being favourable to males.

The company profile shows that, in comparison to 2023, the percentage of females has slightly decreased in 2024, effectively moving away from a balance between the male and female workforce.

It should be noted that at band 6 and above, the company has more higher-banded men than women which will have an impact on the data.

#### 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 middle quartile and lower quartile. Compared to the previous year, the proportion of males has increased across all quartiles with the exception of the lower middle quartile, which saw a decrease from 57.5% to 56.0%. In contrast, the proportion of females has decreased across all quartiles, again with the exception of the lower middle quartile, which saw an increase from 42.5% to 44.0%. Compared to the previous year, the increase in the proportion of males to females in 2024 is a factor in these changes.

Figure 2 a: 2024

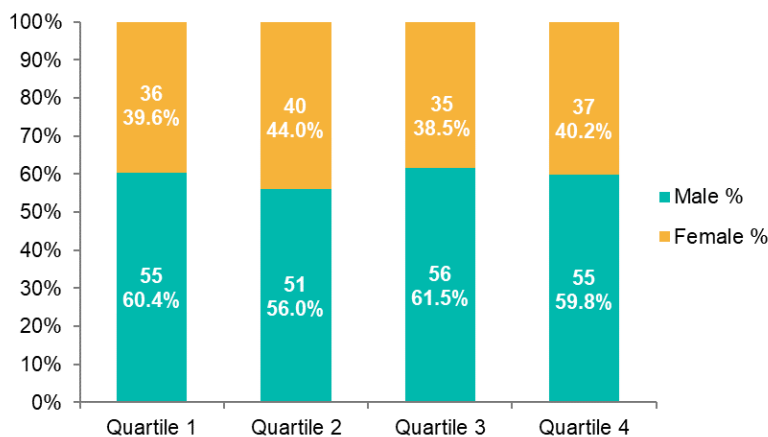
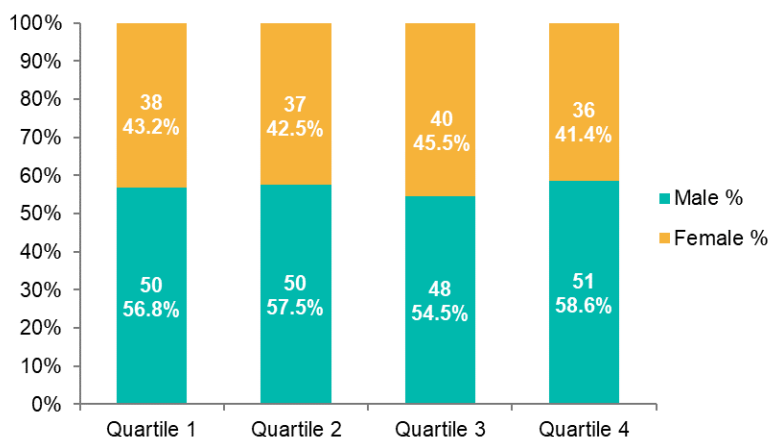


Figure 2b: 2023



## 5. Mean and median bonus gender pay gap across 12 months to 31 March 2024

The Company currently pays a Long service bonus of £40, this is 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 6 years at 31<sup>st</sup> March 2024, it will account for staff who have continuous service from their service with HDFT. As this bonus is paid at an equal level to all employees it has no influence on the figures.

At 31<sup>st</sup> March 2024, 11 Long Service Awards were issued to long serving staff. 6 were issued to females (54.5%) with the remaining 5 being issued to males (45.5%).

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 and achieve a more even gender balance at all levels
- Consider the use of additional training.