

# Gender Pay Gap Report 2019

Holy Trinity Brompton



## Introduction

We are a vibrant Anglican church in the heart of London, with a vision to play our part in the evangelisation of the nations, the revitalisation of the church and the transformation of society. To achieve this takes a team, and our team is diverse, welcoming, proactive, and passionate about delivering towards this vision.

We seek to be an employer that does the right thing by our current, prior and future staff in a consistent, fair and positive way. We are committed to equality, inclusion and diversity, and we continue to actively address areas where improvement may be required.

Equal pay legislation is in place to ensure that men and women doing the same or similar work are paid equally for delivering that work. Gender Pay reporting takes the analysis a step further to help identify drivers of difference that may not otherwise be obvious, so that employers can work towards closing any gap. It considers the overall balance of pay rates between all men and women within large organisations, incorporating all the roles they deliver, on 5 April each year. It is governed by specific calculation guidance and expressed relative to men's earnings.

HTB as an organisation is home to a Central Services function that provides finance, human resources, IT, legal, events, estates and facilities support to HTB, Alpha International, the Church Revitalisation Trust, and St Paul's Theological Centre. It is this team that makes HTB potentially large enough to qualify to report each year based on the government threshold of 250 staff.<sup>1</sup>

This report sets out our Gender Pay Gap results according to the reporting requirements, the context to understand them and actions we are taking.

## Context – what has been calculated?

As for all employers nationally, our gender pay gap is calculated using hourly pay data for staff who were employed on 5 April 2019 and qualified for inclusion based on the criteria set out in the government guidance.<sup>1</sup>

We are required to analyse and report the following three elements:

1. Mean gender pay gap (the arithmetic average)
2. Median gender pay gap (the middle point)
3. Proportion of men and women in each quartile pay band

We do not award bonuses, so there is no bonus pay gap to report.

## Summary of Results

On 5 April 2019, HTB employed 270 staff (headcount) and of these, 211 qualified under the government guidance to be included in the analysis. 54% are female and 46% male.

- The HTB mean gender pay gap is 0.07%.
- The HTB median gender pay gap is 1.05%.

For comparison year on year, on 5 April 2018, HTB employed 246 staff (headcount) of which 220 qualified for inclusion in the analysis; 53% are female and 47% male. At that time:

- The HTB mean gender pay gap was 3.98%.
- The HTB median gender pay gap was -1.11%.

And in the first mandatory reporting year, on 5 April 2017, HTB employed 257 staff (headcount) of which 213 qualified for inclusion in the analysis; 57% were female and 43% male. At that time:

- The HTB mean gender pay gap was 6.79%.
- The HTB median gender pay gap was 1.95%.

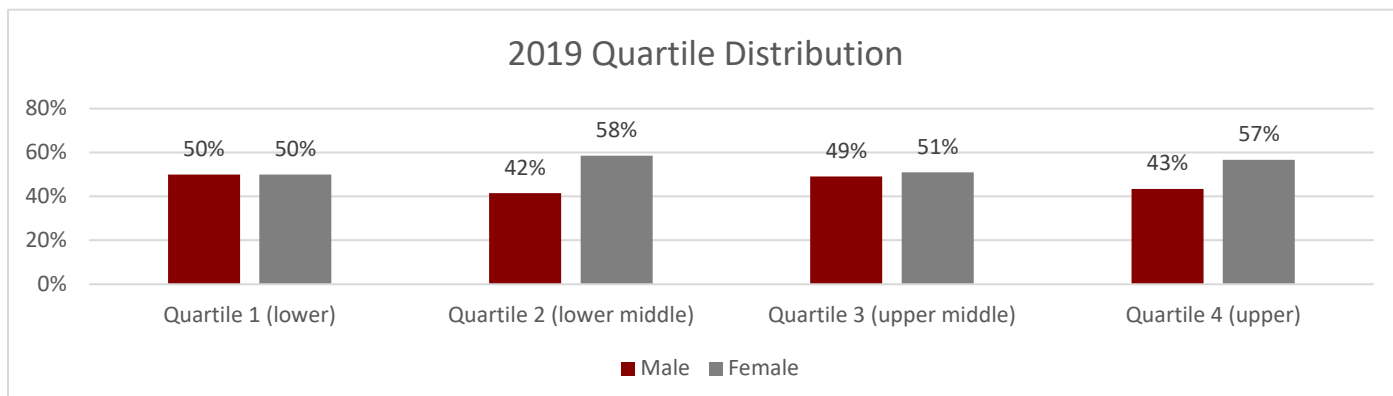
<sup>1</sup> Gov.uk website: <https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>

<sup>2</sup> Office of National Statistics:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>

We are very encouraged to see that our mean is balanced and showing almost no pay gap between male and female staff. Our median result has slightly moved; however, it remains significantly lower than the national average<sup>2</sup> mean gender pay gap of 8.9% in April 2019.

### **HTB Male & Female employee distribution by quartile**



### **Understanding the results and our way forward**

We are encouraged to see our efforts to close the Gender Pay Gap coming to fruition, however we will not become complacent. The distribution of women across quartiles at HTB remains relatively even, demonstrating that women are well represented on all levels across our organisation. There has been some movement from previous years which can be seen in Q1 where we achieved an equal representation of female and male staff, previously reported in 2018 at 55% of male staff. Q2 and Q3 have reported decline in female staff by 2% in both quartiles, whilst the number of female staff in Q4 has increased by 2%.

Our target is a steady zero gap, which we will continue to build towards, reflecting the contribution of all our staff regardless of their gender. We have a purposeful working environment where we strive for excellence in everything we do. Our workplace culture is shaped by our values. We respect and value our colleagues, encouraging and affirming often, challenging when necessary, supporting always. It is an inspiring and energising place to work where innovation and creativity is encouraged alongside passion and discipline. The staff community is warm and engaging, with lifelong friendships built throughout staff tenure with the organisation.

Over the coming year we will maintain our strong focus on equality in every respect by continuing to support our staff development on all levels, whilst we continue to attract and recruit the best people to roles without bias. We will continue to embed our robust approach to benefits, which ensures that all salaries for all staff are benchmarked both internally and externally against the market, on joining and at a minimum of annually thereafter. We are proactive in managing parental leave and encouraging parents to return to us, and as such a very good proportion of parents do so. We encourage our team to work in a variety of roles across our organisation for their personal career development and progression. We are continuing to review our learning and development strategy to ensure that all our team can be confident that they can build a cohesive career with us.

We will actively continue to work towards equality in all forms, recognising that in being fair, diverse and unbiased, we are stronger and better placed to achieve what we set out to.

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