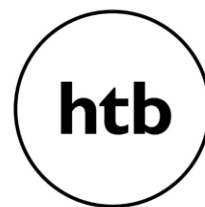


Gender Pay Gap Report 2020

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. 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,¹ and though in 2020 our numbers are not near that threshold we are choosing to report our Gender Pay Gap results for consistency and transparency. As an employer we are committed to actively addressing areas where improvement is required.

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 2020 and qualified for inclusion based on the criteria set out in the government guidance.¹

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 2020, HTB employed 218 staff (headcount) and of these, 114 qualified under the government guidance to be included in the analysis; 63.2% were female and 36.8% male. Please note that this is significantly affected by the c100 staff on furlough on the snapshot date, who are not included in the analysis per government guidance.¹

- The HTB mean gender pay gap was 4.41%.
- The HTB median gender pay gap was 1.68%.

For year on year comparison, 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% were female and 46% male, and at that time:

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

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:

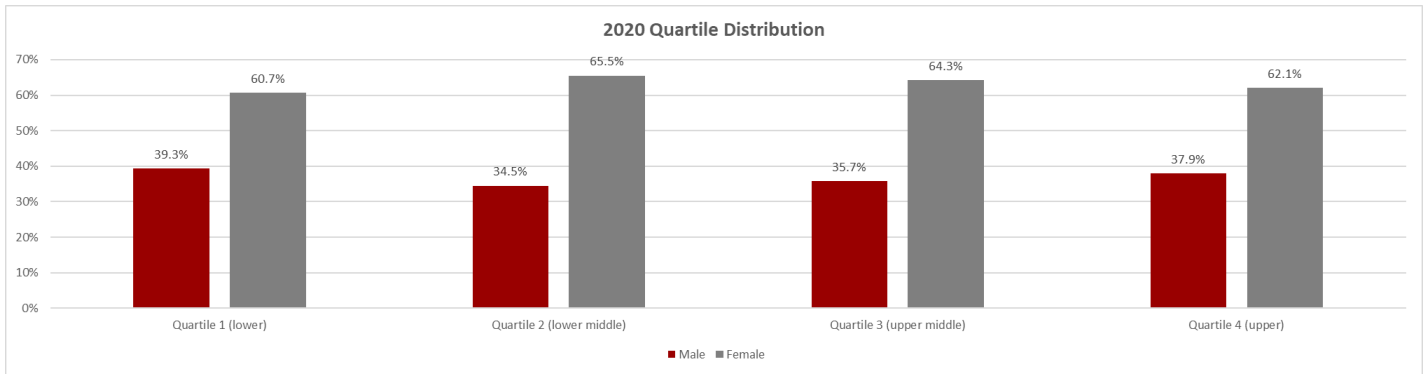
- The HTB mean gender pay gap was 6.79%.
- The HTB median gender pay gap was 1.95%.

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

² Office of National Statistics:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>

HTB Male & Female employee distribution by quartile



Understanding the results and our way forward

The 2020 data is significantly influenced by the Covid-19 pandemic and the government guidance requiring exclusion of staff on furlough from the results set out above. This distorts the result for the 2020 data, however we are confident that the 2021 data will be fully representative of our whole staff team, and will report a gap closer to that shown for 2019.

Women continue to be well represented at all levels across our organisation and our remuneration policy and approach continues to be applied consistently to all staff regardless of gender. Our 2020 median result of 1.68% and mean of 4.41% both remain significantly lower than the ONS average of 7.4% for full time and 15.5% for all employees.²

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.

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

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Chief Operating Officer

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Holy Trinity Brompton is a charity registered in England and Wales (no. 1133793) whose registered office is at HTB Brompton Road, London SW7 1JA