

# Gender Pay Gap Report 2021

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 set by the Government and expressed relative to men's earnings.

Holy Trinity Brompton (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> and though our numbers are not near that threshold (and have not been since our 2019 report) we still choose 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 2021 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 2021, HTB employed 177 staff (headcount) and of these, 152 qualified under the government guidance to be included in the analysis. 57.9 % were female and 42.1% male.

- The HTB mean gender pay gap was 0.96%.
- The HTB median gender pay gap was 0.80%.

For ease of year-on-year comparison, HTB employed 218 staff (headcount) on 5 April 2020, 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 c100 staff were furloughed on the 2020 snapshot date, and therefore were not included in the analysis per government guidance<sup>1</sup>, and at that time:

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

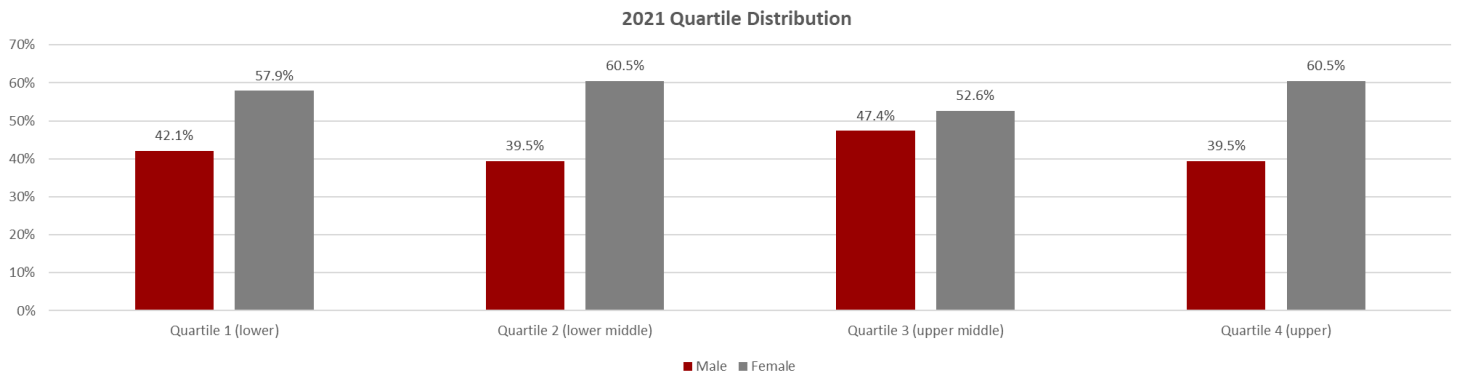
On 5 April 2019, HTB employed 270 staff (headcount) and of these, 211 qualified under the government guidance to be included in the analysis. 54% were female and 46% male, and at that time:

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

For prior years' data and comparison back to the first mandatory reporting year of 2017, please refer to our prior reports on our website, at <https://www.htb.org/gender-pay>.

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

## 2021 HTB Male & Female employee distribution by quartile



### Understanding the results and our way forward

We are pleased that our 2021 position demonstrates a return to results that are close to zero on both key measures, the data again being representative of our whole staff team and no longer distorted due to the reporting requirements in 2020 when the Covid-19 pandemic required that furloughed staff were excluded.

We have continued to apply a strong focus with respect to pay equality throughout these challenging pandemic years and are pleased to see our 2021 results reflect this. 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.

Looking ahead we will maintain our strong focus on equality in every respect, continuing to attract, recruit and develop the best people, without bias. We will maintain our robust approach to remuneration, ensuring that all salaries are benchmarked both internally and externally against the market, both on joining and at a minimum of annually thereafter. We are proactive in managing parental leave and encouraging parents to return to us, and a very good proportion of parents do so. We continue to evolve our learning and development strategy to ensure that our teams can be confident of building a career with us as we move forward again following the Covid-19 pandemic.

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