

Gender Pay Gap Report 2018

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 the 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, 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. We have chosen to report in 2018 even though our headcount data is lower than the current threshold of 250 employees.

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 2018 and qualified for inclusion based on the criteria set out in the government guidance¹.

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 2018, HTB employed 246 staff (headcount) and of these, 220 qualified under the government guidance to be included in the analysis. 53% are female and 47% male.

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

For comparison year on 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%.

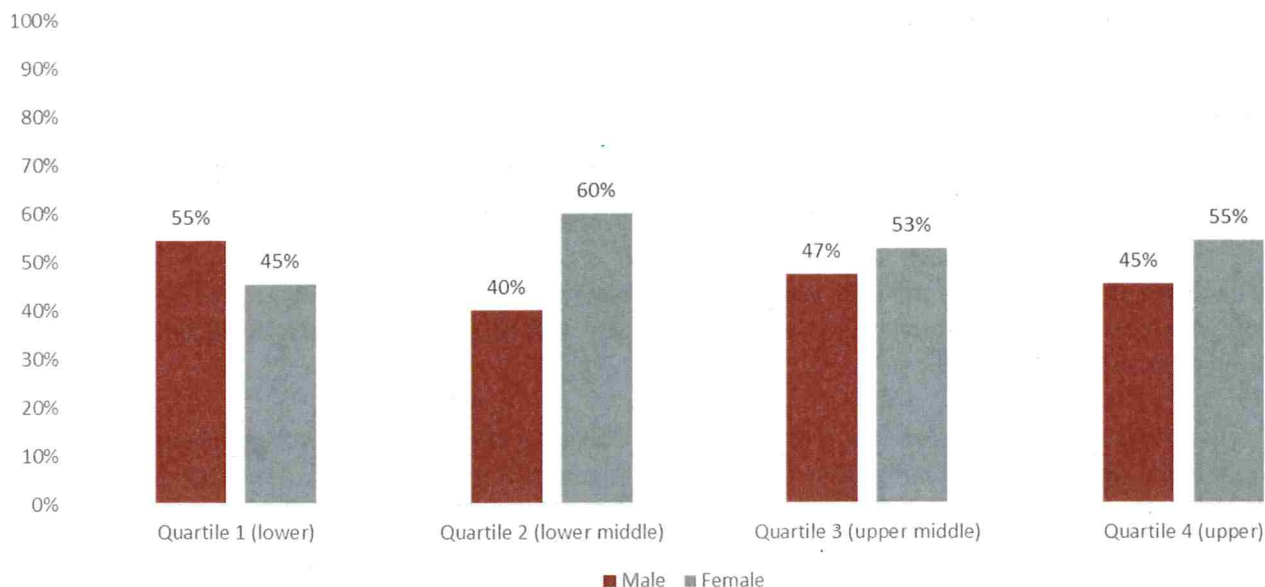
We are encouraged that our median result has moved favourably on both measures from 2017 to 2018, and remains significantly lower than the national average² mean gender pay gap of 8.6% in April 2018.

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/2018>

HTB Male & Female employee distribution by quartile



Understanding the results and our way forward

We are encouraged by the improvement in our data from 2017 to 2018, demonstrating that we have successfully continued to take equality seriously. The distribution of women across our quartiles at HTB remains relatively even, suggesting that women are well represented at all levels across our organisation, and the proportion of women in Q1 has moved from 62% in 2017 to 45% in 2018; the Q2 proportion was 55% in 2017 and is 60% this year.

Our target is a zero gap, 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, encourage and affirm often, challenge 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.

We will continue our focus over the coming year on what the drivers of the gap are at various levels within our career banding structure and addressing those. We are continuing to review our recruitment and retention strategies to ensure that we continue to attract and recruit the best people to roles without bias.

We encourage our team to work in a variety of roles across our organisation for their personal career development and progression. We are reviewing our learning and development strategy to ensure that all our team are aware and confident that they can build a cohesive career with us. We are proactive in managing parental leave and encouraging parents to return to us, and as such a good proportion of parents do so.

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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