

Trinity House Gender Pay Gap Report

Trinity House had 298 'full-pay relevant employees' as at 5 April 2017 of which 69 were female. The overall gender split of 'full- pay relevant' staff within Trinity House is 77% male and 23% female.

We are confident that men and women are paid equally for doing equivalent jobs across the service based on the application of a well recognised impartial job grading and evaluation system with periodic third party validation from time to time.

The aim of this report is to provide an open and transparent set of information regarding our overall Gender Pay Gap figures.

This report complies with the regulations on Gender Pay Gap Reporting for Public Sector employees, which stipulate that organisations that employ 250 or more employees must publish and report specific figures about their gender pay gap.

The data presented in this report represents the pay data for Trinity House as at 5 April 2017 and covers the bonus remuneration paid during the period 6 April 2016 to 5 April 2017.

Trinity House is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. There is a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic). As such, Trinity House evaluates job roles and pay grades using a well-known external system to ensure a fair pay structure.

Trinity House is confident that the gender pay gap in this report does not stem from paying men and women differently for the same or equivalent work. Rather it is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. The differences reported are due to the relatively low representation of females from lower middle quartile of our staff groups upwards.

Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly Pay	20.6%	26.7%
Bonus paid	42.5%	23.2%

The above table illustrates the mean and median difference between bonuses paid to males and females in the year up to 6 April 2017.

These percentages represent the overall 'average man and woman' across the whole organisation. The Median figures represent the middle value and the Mean figures represent the mathematical average within the data set.

All percentage pay gaps are expressed as female pay as a percentage of male pay using the following calculation:

$$\frac{(\text{Male Hourly Rate} - \text{Female Hourly Rate})}{\text{Male Hourly Rate}} \times 100$$

Proportion of staff paid a bonus in 2016/17

Proportion of staff paid a bonus in 2016/17		
	Female	Male
Paid a bonus	87.1%	91.7%
Not paid a bonus	12.9%	8.3%

This table shows a difference of 4.6% between the number of men and women paid a bonus in 2016/17 for their performance.

The majority of those who did not receive a bonus (both male and female) were ineligible due to being new starters and therefore had insufficient service length to qualify for a bonus payment. All females who were eligible received a bonus.

Pay Quartiles

Female / Male Split per Quartile				
	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	52%	78.4%	89.2%	89.2%
Female	48%	21.6%	10.8%	10.8%

The table above gives the gender distribution of the workforce in four equally sized quartiles as at 5 April 2017.

The Board has considered the information in this report and has tasked management with establishing a working group to consider options for addressing and further enhancing our commitment to the principle of equal opportunities and equal treatment for all, which will then be evaluated and presented as a recommendation to the Board in the coming year. We already have 20 members of staff, who commenced further education studies between 6 April 2016 and 5 April 2017, as per their annual Personal Development Plans, with a view to improving their short- and long-term career prospects; of these staff, 5 are female, 15 are male.

Trinity House is an organisation where *all* of our employees can thrive and develop and we will continue to offer fair, equitable pay to all colleagues to ensure our diverse and inclusive culture remains.

