



TRINITY HOUSE

## Trinity House Gender Pay Gap Report

The following data shows the gender pay gap for the year ending 5 April 2019.

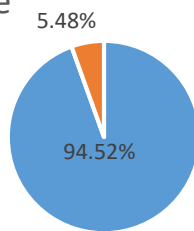
### Pay & Bonus Gap

#### Difference between men and women

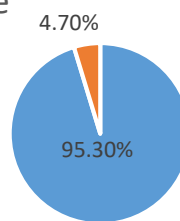
	Mean	Median
Hourly Pay	21.67%	25.61%
Bonus paid	17.49%	2.82%

### Bonuses

Female



Male

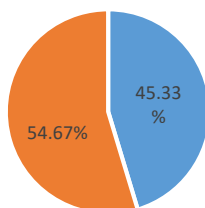


■ paid a bonus

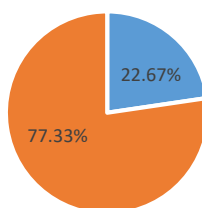
This shows that 0.78% more men received a bonus than women in 2018/19.

### Pay Quartiles

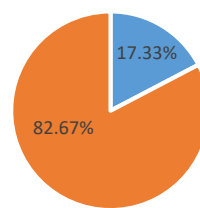
Lower



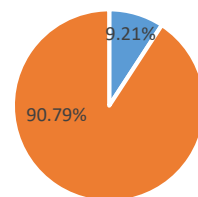
Lower Middle



Upper Middle



Upper



■ Male  
■ Female

The above charts illustrate the gender distribution at Trinity House across 4 equally sized quartiles, each containing just 75 colleagues.

At 5<sup>th</sup> April 2019, Trinity House directly employed 301 people, with a full time equivalent (FTE) of 292. The gender split was:

- Male 230 (229 FTE)
- Female 71 (63 FTE)

## **Why do we have this Gender Pay Gap and what are we doing**

These statistics demonstrate that we employ more men than women. As a maritime organisation this is common in our two main employment groups – seafarers and engineers.

Our recruitment policy is and has always been to recruit the right person for the job regardless of gender, race and ethnicity.

We are initiating a talent strategy that will further clarify the recruitment requirements for each role and set out a clear development pathway that focuses on performance and capability regardless of gender, race and ethnicity.

We support all colleagues by developing and promoting an inclusive culture. Most women and men received a bonus and we support requests for ad-hoc flexible working and have a range of family friendly policies to support our employees in balancing their responsibilities.

I confirm the data reported is accurate.

A handwritten signature in black ink, appearing to read 'Ton Damen', is written over a light blue horizontal line.

**Ton Damen**

**Director of Business services**