



TRINITY HOUSE

Trinity House Gender Pay Gap Report

Trinity House supports the fair treatment and reward of all staff irrespective of gender. Our pay approach is based on the principles of consistency and fairness.

Purpose of this Report

This report fulfils our reporting requirements in providing an analysis of data and sets out what we are doing to close the gender pay gap in Trinity House. We have not included contingent workers and contractors.

A list of definitions is provided in Appendix 1.

Overview

The information in this report is extracted from payroll data as at 5 April 2022. At this snapshot date Trinity House directly employed 286 people, with a full time equivalent (FTE) of 273.

The gender split was as follows:

- Male headcount: 213 (211 FTE), of which 86 are in the Support Vessel Services (SVS) and 127 are in the Shore Side staff groups.
- Female headcount: 73 (62 FTE) of which 8 are in the Support Vessel Services (SVS) and 65 are in the Shore Side staff groups.

The data summary is the overall picture for Trinity House and uses 'raw' data from the payroll system and is made up of an average of basic pay, bonuses, and appropriate allowances.

Gender pay gap data

The gender pay gap shows the difference in the average pay between all men and women in a workforce. A summary of the data is shown in the following table.

Data Summary	%
Mean gender pay gap in hourly pay	20.79
Median gender pay gap in hourly pay	18.91
Mean gender pay gap in bonus pay	46.02
Median gender pay gap in bonus pay	31.29
The proportion of male staff paid a bonus	89.45
The proportion of female staff paid a bonus	94.67

The mean gender pay gap has slightly decreased since this was last reported in April 2021. This is due in part to a higher proportion of female staff being recruited into more senior roles.

The mean gender pay gap trend over the last five years is shown in the following table.

	2017	2018	2019	2020	2021
Mean Gender Pay Gap tracker	20.6	20.44	21.67	25.55	23.53

Turnover in the senior roles is comparatively low compared to lower graded posts and so the year on year trends are fairly steady.

The sections below offer more analysis and explanation of the data that underpins this summary.

Proportion of male and female employees in each quartile (basic pay)

Quartile	Number of male employees	Male (%)	Number of female employees	Female (%)
First quartile (lower)	40	56.34	31	43.66
Second quartile (lower middle)	52	72.22	20	27.78
Third quartile (middle upper)	53	81.69	18	18.31
Fourth quartile (upper)	63	87.50	9	12.50

The majority of our organisation is made up of mariners, engineers and technical roles which are traditionally male dominated disciplines. This is reflected in the numbers above within all four quartiles where there are proportionately more males than females.

Further Analysis

The number of male and female employees at each grade/basic hourly pay

Grade	Male	Female	Male Mean Hourly Rate	Female Mean Hourly Rate	% Difference
Up to & including Middle Managers	200	73	17.66	15.10	14.49
Senior & Executive	13	0	40.68	/	/

The table above further demonstrates the gender pay gap, as there were no females in the senior manager and executive roles at the snapshot date.

Bonus Pay

It should be noted that there are separate schemes for the staff groups. Bonus pay includes end of year (general) bonus / awards, individual and team bonuses

Bonuses were paid to 253 staff in the lower grades (up to and including middle managers), and 13 staff in the highest grades (Senior Managers and Executive).

- 88.78% of male staff in the staff groups, up to and including middle managers, received an end of year bonus and some received an individual or team bonus.
- 94.67% of female staff in the staff groups, up to and including middle managers, received an end of year bonus and some received an individual or team bonus.
- 100% of male staff in the highest staff groups, which includes Senior Managers and Executive, received an end of year award.
- There are no female staff in the highest staff groups, which includes Senior Managers and Executive.

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

As a maritime organisation our two main employment groups are seafarers, engineers and technicians. These disciplines/skills sets are traditionally male dominated and the impact of this is reflected in the data and analysis provided in this report.

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However, there are national initiatives including the associated professional bodies, where positive action is being taken to address this including Women in Engineering and Women in Maritime networks and societies.

In other professional and technical roles on the shore side we will continue to take targeted action to reduce the gender pay gap.

Targeted action to reduce the pay gap

Trinity House is committed to taking action to promote our work and the opportunities we have to attract, develop and retain a diverse workforce.

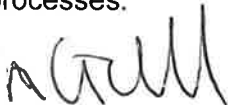
We support all colleagues by developing and promoting an inclusive culture, providing learning opportunities for personal growth, building our capability and strengthening our organisational resilience to safely and successfully deliver our statutory duties.

Over the last year we have taken action to review our recruitment and selection arrangements to remove any potential unconscious bias. This includes reviewing advert content and language used, promotion of family friendly policies, hybrid working and use of 'name blind' applications. This work continues and is reflected in our targeted action plan which we have reviewed and updated below.

We have an active action plan in place to help reduce the pay gap. We will continue to work with our key stakeholders and network groups to ensure that it is realistic and achievable. We will report our progress annually to the Executive Remuneration Committee.

Our targeted action includes:

- Focussing future pay awards on addressing specific pay issues that benefit the majority of our workforce. We will factor how the pay award effects staff covered by the 2010 Equality Act to monitor diversity related demographics to identify if certain staff are adversely affected.
- Continuing to review our recruitment policies and processes to ensure fairness and equality, including the diversity of the interview panel
- Scrutinising and reviewing the recruitment journey from job posting through to job offer and monitoring job advertisements to ensure that they are gender neutral and fully reflect the benefits of working for Trinity House
- Monitoring and reporting on the uptake of Diversity and Inclusion interventions. This will be complemented by providing recruitment, assessment and selection training
- Supporting women returning to work following maternity or adoption leave, linking this to our Diversity and Inclusion framework
- Improving representation of female participants on talent development schemes that are either run by Trinity House or the wider Civil Service.
- Evaluating our existing development programmes to assure our Talent Management processes.



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Appendix 1: Definitions

Mean Gender Pay Gap in Hourly Pay

The difference between the mean* hourly rate of pay of males and females, where hourly pay includes basic pay, bonuses, and allowances. *average pay for all male and female employees

Median Gender Pay Gap in Hourly Pay

The difference between the median* hourly rate of pay of males and females *middle rate of pay (when listed in order) for all male and female employees

Mean Gender Pay Gap in Bonus Pay

The difference between the mean* bonus paid to males and females where bonus refers to a variety of bonus payments. (*Average bonus for all male and female employees)

Median Gender Pay Gap in Bonus Pay

The difference between the median bonus pay paid to males and females *middle value of bonuses paid to all males compared to all female employees

Bonus proportions

The proportions of males and females who were paid a bonus

Quartile bands

The proportions of male and female employees in the lower, lower middle, upper middle, and upper quartile pay bands