



TRINITY HOUSE

Trinity House Gender Pay Gap Report

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

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

There are two main employee groups working across Trinity House General Lighthouse Authority:

- Support Vessel Services (SVS) – those who work at sea on our ships
- Shore Side (SS) – those who work on the land, based at one of our depots

Our headquarters is in London, and our depots are at Harwich, St. Just and Swansea. Our establishment, which is a total of c300 full time equivalents (FTE) consists of marine, engineering & operations, navigation, research and development; and corporate functions including Safety & Environment, Finance, Procurement, Legal, IT and HR.

The information in this report is extracted from payroll data as at 5 April 2023.

At this snapshot date Trinity House directly employed 282 people, with a FTE of 271. The gender split was as follows:

- Male: 206 (205 FTE), of which 84 were in the SVS employee group and 122 in the SS employee group.
- Female: 76 (66 FTE) of which 7 were in the SVS employee group and 69 are in the SS employee group.

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 (including long service awards), 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.

Table 1: Data Summary

%

Mean gender pay gap in hourly pay	17.72
Median gender pay gap in hourly pay	17.10
Mean gender pay gap in bonus pay	40.27
Median gender pay gap in bonus pay	0.00
The proportion of male employees paid a bonus	82.04
The proportion of female employees paid a bonus	80.26

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

Table 2: Mean gender pay gap trend

	2020	2021	2022	2023
Mean Gender Pay Gap tracker	25.55%	23.53%	20.79%	17.72%

The mean gender pay gap has decreased since this was last reported in April 2022. This is due in part to the actions set out in last year's gender pay gap action plan, and reflects the successful appointment of female employees into more senior roles.

In the last year as part of the 2022/3 pay remit, Trinity House implemented a new broad band pay structure for shore side employees. The new pay structure was implemented on 1 April 2023. The Korn Ferry Hay Job Evaluation tool was used to slot jobs to the appropriate pay band. All shore side employees were mapped to the new pay bands. The implementation of this pay structure will also continue to positively contribute to the reduction of the mean gender pay gap since all posts are job evaluated using well established Hay methodology and against relevant sector benchmarks.

A clear and transparent pay policy is also being put in place to reflect the way in which Trinity House makes pay decisions. This pay policy will continue to ensure that our values and commitment to equity is achieved.

Further analysis

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

Table 3: Proportion of male and female employees in each quartile (ordinary pay)

Quartile	Number of male employees	Male (%)	Number of female employees	Female (%)
First quartile (lower)	40	57.97	29	42.03
Second quartile (lower middle)	46	66.67	23	33.33
Third quartile (middle upper)	58	84.06	11	15.94
Fourth quartile (upper)	58	85.29	10	14.71

Table 4: The number of male and female employees at each grade/hourly pay

Grade	Male	Female	Male Mean Hourly Rate	Female Mean Hourly Rate	% Difference
Up to & including Middle Managers	190	71	18.48	15.69	17.78
Senior & Executive	12	2	43.35	42.40	2.24

The predominant difference up to and including middle managers is in bands D-G or equivalent with an average difference of around £1500 per annum. This is because pay in the past has been through a mixture of service-led, spot points and limited competency progression for SS roles. The introduction of the new pay structure, which will be linked to competence and pay progression, will ensure that all post holders have the opportunity to develop and reach the mid-point of band for their role, which is the market/competent rate for the job.

Bonus Pay

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

Bonuses were paid to 219 employees in the lower grades (up to and including middle managers), and 11 employees in the highest grades (Senior Managers and Executive).

- 81.44% of male employees in the employee groups, up to and including middle managers, received an end of year bonus and some received an individual or team bonus.
- 82.43% of female employees in the employee groups, up to and including middle managers, received an end of year bonus and some received an individual or team bonus.

- 100% of male employees in the highest employee groups, which includes Senior Managers and Executive, received an end of year award.
- There were no eligible female employees in the year to 5 April – bonuses were paid in the April payroll and will be reflected in the 2024 report..

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.

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.

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 the use of 'name blind' applications. We have also changed the nomenclature for our sea-going employees to 'seafarer', moving away from the title 'seaman'. This proactive and positive work continues and is reflected in our emerging people strategy and 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 continues to include:

- focussing future pay awards on addressing specific pay issues that benefit the majority of our workforce. We will factor how the pay award effects employees covered by the 2010 Equality Act to monitor diversity related demographics to identify if certain employees 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.
- signing up to the Maritime UK women in maritime [pledge](#)



Natalie Gull
Director, People and Culture

June 2023

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.