



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 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 2024.

At this snapshot date Trinity House directly employed 290 people, with a FTE of 277.57. The gender split was as follows:

- Male: 209 (207.45 FTE), of which 78 were in the SVS employee group and 131 in the SS employee group.
- Female: 81 (70.12 FTE) of which 8 were in the SVS employee group and 73 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	9.96
Median gender pay gap in hourly pay	12.18
Mean gender pay gap in bonus pay	24.79
Median gender pay gap in bonus pay	0.00
The proportion of male employees paid a bonus	81.34
The proportion of female employees paid a bonus	82.72

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

Table 2: Mean gender pay gap trend

	2021	2022	2023	2024
Mean Gender Pay Gap tracker	23.53%	20.79%	17.72%	9.96%

The mean gender pay gap has significantly decreased since this was last reported in April 2023. This is due in part to the actions set out in the gender pay gap action plan and reflects the continuation of successful appointments of female employees into more senior roles, as well as more females moving from the lower quartile up through the Lower Middle Quartile and Upper Middle Quartile.

We have also had more male joiners during the current reporting period. This has had an impact on the ratio of male to female colleagues in receipt of bonus payments within the reporting period (i.e. more males than females were ineligible for bonus payments due to their employment start date).

In April 2023 Trinity House introduced a new pay structure having used the Korn Ferry Hay Job Evaluation tool slot jobs to the appropriate pay band. All shore side employees were mapped to the new pay bands. The implementation of this pay structure has positively

contributed 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 was introduced in September 2023, ensuring 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.

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 data provided in table 3 below in all four quartiles, where there are proportionately more males than females.

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)	47	65.28	25	34.72
Second quartile (lower middle)	46	64.79	25	35.21
Third quartile (middle upper)	56	78.87	15	21.13
Fourth quartile (upper)	58	79.45	15	20.55

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	194	76	21.43	19.55	8.77
Senior & Executive	13	4	45.65	41.83	8.34

Across our shoreside teams, we have two pay grades where the gender pay gap is positive towards females Grade F (-6.8) and Grade C (-14.44). This is a marked improvement from previous years.

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 224 employees in the lower grades (up to and including middle managers), and 12 employees in the highest grades (Senior Managers and Executive).

- 81.96% 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.
- 85.53% 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.
- 76.92% of male employees in the highest employee groups, which includes Senior Managers and Executive, received an end of year award.
- 50% of female employees in the highest employee groups, which includes Senior Managers and Executive, received an end of year award.

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, we continue to make good progress in addressing the gender pay gap year on year. We are committed to reducing the gap further and have put in place a targeted action plan.

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 proactive and positive work continues and is reflected in our people plan.

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](#)

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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.