

Gender pay gap report

April 2017



A partnership between:



Introduction

We are passionate about ensuring that everyone, regardless of their background, race, ethnicity or gender has equality.

This year for the first time we have reported on our gender pay gap for legal entities within the Torus Group, which employ more than 250 people.

At the snapshot date of 5th April 2017, Helena Partnerships had 468 employees and GGHT had 316 employees. To ensure a consistent approach, those employees on Helena only contracts and those on joint Torus/Helena contracts have been included in Helena data. Those employees on GGHT only contracts and those on joint Torus/GGHT contracts have been included in GGHT data. Additionally those on joint GGHT/Helena contracts have been included in both Helena and GGHT.

As shown within this report, our mean gender pay gaps are significantly lower than the average from National Statistics (ASHE 2016), which was 17.3%.

Since the formation of Torus Group on 1st April 2015, we have undertaken a change management programme, to ensure not only that we have a structure fit for the future but also that terms and conditions are aligned. We are in a continuing period of transition and throughout this maintain our ethos of ensuring that we treat everyone fairly and support them in achieving their potential.

Our data

Hourly rates of pay

The mean gender pay gap is the difference between the average hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the middle value of the hourly rates of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Negative gender pay gaps indicate the extent to which women earn, on average more per hour than men.

* Pay data is from the April 2017 payroll. Full pay relevant employees. Those who are not on reduced pay due to leave i.e. sickness or maternity.

		Gap %	Gap £		
		Mean gender pay gap	- 0.3%	Mean difference	£0.04
283	173	Median gender pay gap	- 3.0%	Median difference	£0.37

		Gap %	Gap £		
		Mean gender pay gap	-15.1%	Mean difference	£2.22
210	99	Median gender pay gap	-6.0%	Median difference	£0.78

- Incentives have been offered to relevant employees, as compensation for the ending of specific Terms and Conditions. Those receiving car allowance payments at GGHT were offered three options. One option was a compensation payment, which was paid in April 2017. A higher proportion of females than males chose this option. Had these incentives not been paid at GGHT, the mean gender pay gap would have been -4.46% (£0.61). The median gender pay gap would have been -3% (£0.39).

Bonus

The mean gender bonus gap is the difference between the average bonus paid to male employees and that paid to female employees.

The median gender bonus gap is the difference between the middle value of bonus paid to male employees and that paid to female employees.

Negative gender bonus gaps indicate the extent to which women earn, on average more bonus than men.

* Bonus data is based on bonus payments for 12 months previous to 5th April 2017.

		Gap %	Gap £		
		Mean gender bonus gap	-6.2%	Mean difference	£135.42
3	4	Median gender bonus gap	-94.7%	Median difference	£1230.50

- 1% of males and 2.2% of females received a bonus.
- Bonuses paid were sales incentives and performance related payments. The payments are made based on the sales/performance of the eligible employees.
- With such a small number of eligible employees, the gaps are made more prominent. The sales and performance related payments are gender neutral and based on the roles.

		Gap %		Gap £	
		Mean gender bonus gap	-10.7%	Mean difference	£16.29
105	47	Median gender bonus gap	-33.3%	Median difference	£50

- 49.3% of males and 45.6% of females received a bonus.
- Bonuses paid were all attendance bonuses. This incentive has now ceased. The payment of these bonuses and the amounts achieved were based solely on the number of years the required attendance level had been achieved.
- More males received the bonus, however a higher proportion of women achieved the higher payments.

Pay quartiles

Below is the gender distribution across four equally sized quartiles.

		Band A Lowest		Band B		Band C		Band D Highest							
	66		47		80		34		60		54		77		38
	58.4%		41.6%		70.2%		29.8%		52.6%		47.4%		67%		33%

The distribution of females within the lower 2 quartiles compared with the higher 2 quartiles is fairly even and so is the distribution of males across these same quartiles.

		Band A Lowest		Band B		Band C		Band D Highest							
	51		26		65		12		52		25		42		36
	66.2%		33.8%		84.4%		15.6%		67.5%		32.5%		53.8%		46.2%

There is a higher proportion of females within Bands C and D, while there is a higher proportion of males within Bands A and B. Part of this distribution will have been impacted by the higher proportion of females choosing to take the car allowance compensation payment.

Overall

The challenge across Torus Group and across the UK is to eliminate any gender pay gap. Producing this gender pay gap report aids the monitoring and we are committed to ensuring the gender pay and gender bonus gaps are closed further. We know that our approach to pay and bonus is gender neutral in design and roles are being benchmarked during both the restructure programmes and when new vacancies arise.

We positively embed equality and diversity, with the aim of ensuring that there is a good balance of males and females working across levels and functions and will continue to be proactive in encouraging everyone, regardless of gender to pursue any role.

I confirm that the data reported is accurate.



Penny Aspden, Director of Organisational Development
9 January 2018