

HATS Gender Pay Gap Report 2022 -2023

I am pleased to share the HATS Gender Pay Report for 2022 / 2023. It's based on a 'snapshot' as of the 5th April 2022 and is shown in the format asked for by Equality Act 2010.

As you may know Gender Pay reporting compares how we pay men and women and is different to Equal pay.

“HATS is committed to equality of pay and we are very proud of the contribution that all members of staff make to the care and service that we deliver every day to the most vulnerable in society”, Jodiene Grinham, Director

Mean and Median Pay points

Whilst the Mean number is the difference in the average hourly pay for women compared to men, the Median is the middle pay point of any difference.

The Results

We're pleased to confirm that the mean pay gap between men and women is £0.43, but we have more work to be done. The primary cause of this is that the majority of the bus drivers in our Home to School Division are men, this is a higher paid role than other roles in this division. This is also the explanation in the quartiles, we have more Passenger Assistants of which a higher percentage are female in quartile 4 and more drivers in quartile 1. We pay the same rates for men and women in all of our roles. HATS will work hard to increase the number of female bus drivers.

I am pleased to report that the median pay for men and women is exactly the same. All our hourly paid roles, in each contract, are all paid the same. We continue to promote and appoint many women into senior roles within HATS.

2. mean (average) gender pay gap using hourly pay

Gender	Total	Total hourly pay	Mean
Male	738	£ 8,868.22	£ 12.02
Female	645	£ 7,473.07	£ 11.59
Difference			£ 0.43
> £12.02 minus £11.59; divided by 12.02, and multiplied by 100			mean (average) 4%

For every £1 a male employee makes a female will earn 96p

Whilst many of our colleagues have all their pay as base pay, some do have an opportunity to earn a bonus, this is primarily made up of bus drivers in our Home to School division and staff who take on extra responsibilities within our Mental Health team. In the UK there is a shortage of Bus Drivers which is why we have taken a decision to incentivise our bus drivers with a bonus based on their attendance. The Mean Bonus Pay received by the male population of the business is 5% higher than that received by the female population of the business.

The female and male female distribution, within each pay quartile*, is as follows:

	Total	Male	Female	Male	Female
Quarter 1 (Upper)	346	221	125	64%	36%
Quarter 2 (Upper middle)	346	226	120	65%	35%
Quarter 3 (Lower middle)	346	154	192	45%	55%
Quarter 4 (Lower)	345	137	208	40%	60%

*The quartiles represent the pay rates from the highest to the lowest of our employees split into four equal sized groups. The percentage of the men and women are shown within each quartile.

We have seen some positive shifts in distribution, with more females in both Q1 (Upper) and Q2 (Upper Middle).

‘Across HATS we have an amazingly diverse leadership team that reflects our colleagues and the community we care for’, Enia Hillman, Director

Continued Focus

HATS continues to prioritise equality across all areas of our organisation. We continue to have more men than women in our bus driver roles and are working hard to make sure we attract as many women into our roles in the future as we can, with more flexible and part time shifts always in our minds.

We are very proud that a good gender balance is shown throughout all our managerial levels, especially at our senior levels.

HATS has for the past 2 years been delivering Equality, Diversity, and Inclusion training to all levels with the business, working with ENEI.

HATS continues to grow and evolve as an organisation and we recognise that equality is a vital part of making us a successful organisation. We're confident that with our diverse colleagues and management teams, we can make great progress.