

BHT Sussex Gender Pay Gap Report - 2020

Introduction

BHT Sussex is a people centred organisation that is committed to creating an inclusive psychologically informed working environment and culture where all employees can achieve their full potential in supporting us achieve our vision in the community we serve. We have a genuine commitment to gender pay gap reporting and what it sets out to achieve and in helping us assess its effectiveness to reduce and remove any gaps and maintain the existing momentum around our positive results. We see transparency of data as an enabler for change both internally with staff and externally across the UK.

Where we work geographically

We provide essential services across Sussex, in Brighton & Hove, Eastbourne and Hastings, as well as Crawley, Haywards Heath and Burgess Hill.

<https://www.bht.org.uk/services/where-we-work/>

Our impact

<https://www.bht.org.uk/our-impact/>

What is the gender pay gap?

The gender pay gap is a measure of the difference between the average pay of men and women across an organisation, and all UK companies with 250 or more employees are required to publish specific gender pay information.

The gender pay gap is not the same as equal pay. Equal pay relates to paying men and women equally for doing the same or equivalent work. An employer delivering equal pay can still have a gender pay gap, as the gender pay is influenced by the makeup of the workforce, such as having a higher proportion of men or women in certain roles, including where those roles are higher paid.

How are we doing?

Mean The mean shows the difference in average hourly pay between men and women. Our mean gender pay gap is **1%** higher for women.

The trend from our previous report shows the gap between pay has reduced in favour of males. There has been an improvement in the upper middle quartile in favour of females. However, in the upper quartile males continue to be paid more than female as there is a higher male to female ratio on our Executive management team.

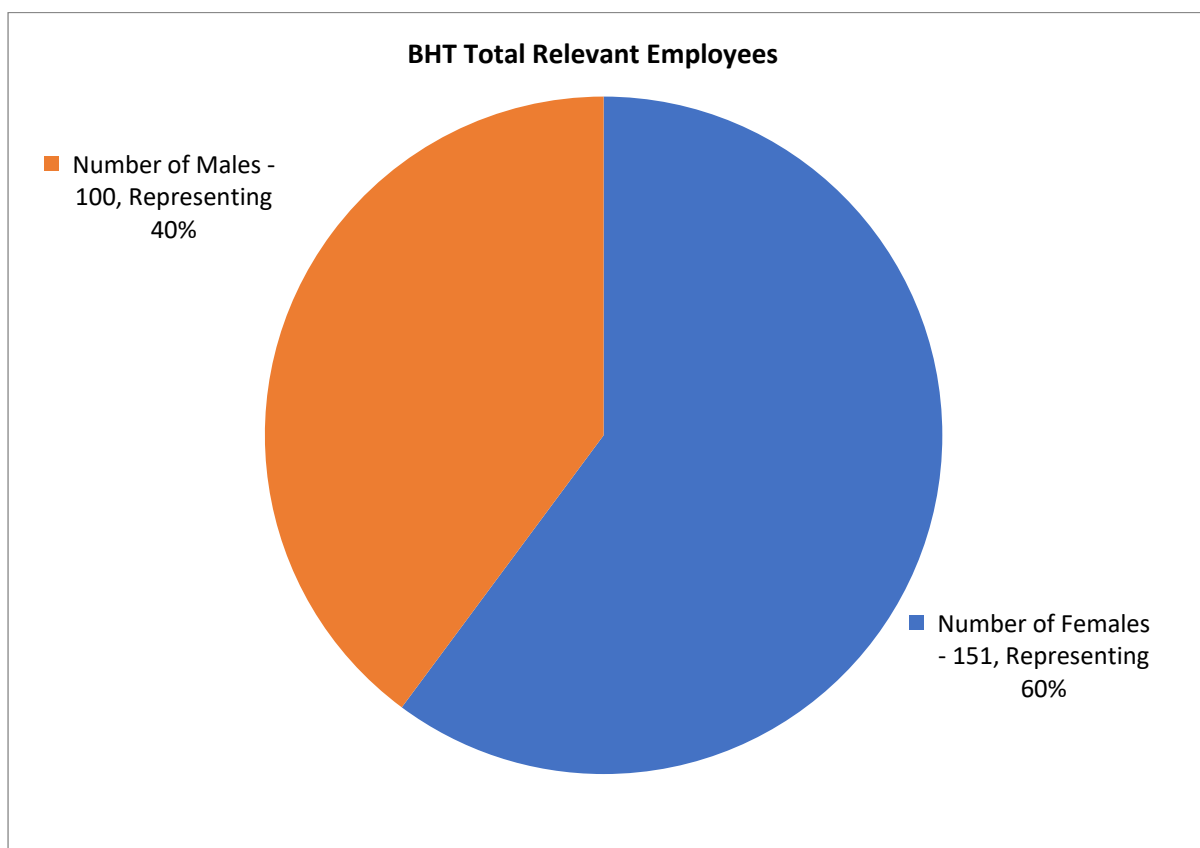
Median The median shows the difference between the middle-paid women and middle-paid man using hourly pay. Our median gender pay gap is **8%** higher for women.

Gender distribution BHT Sussex

Band	Females	Males
Lower Quartile	53%	47%
Lower Middle Quartile	51%	49%
Upper Middle Quartile	73%	27%
Upper Quartile	63%	37%

Nationally the gender pay gap among all employees was 15.5% in 2020, down from 17.4% in 2019. (Office for National statistics)

Make up of BHT Sussex workforce



Percentage of females and males in each hourly pay quarter

Average Hourly Pay Analysis	FEMALES			MALES			Gender Pay Gap	Check
	No. of Staff	% of Staff	Average Hourly Rate £	No. of Staff	% of Staff	Average Hourly Rate £		
Lower Quartile	33	53%	10.12	29	47%	9.85	-3%	100%
Lower Middle Quartile	32	51%	11.55	31	49%	11.61	1%	100%
Upper Middle Quartile	46	73%	13.26	17	27%	12.84	-3%	100%
Upper Quartile	40	63%	17.38	23	37%	19.58	11%	100%
TOTAL	151	60%	13.30	100	40%	13.14	-1%	100%

Median gender pay gap using hourly pay

Females Median Overall Hourly Rate £	Males Median Overall Hourly Rate £
12.75	11.85

Gender Pay Gap and Bonus Pay Gap.

These reporting requirements are not applicable to BHT Sussex.

What we already do to ensure fairness and equality

- Have a robust approach to salary reviews to ensure local market conditions are taken into account and there is proper internal relativity.
- Have a clear and transparent salary review policy.
- Carry out pay benchmarking as part of our salary reviews.
- Offer employees a commitment to flexible working options, including flexible working hours, part-time working, job sharing and homeworking where operationally feasible.
- Ensure a mandatory training programme includes Equality, Diversity and Inclusion training (including unconscious bias training).
- Have a comprehensive offer of leave entitlements and options to help support and retain employees with caring/childcare responsibilities.
- Carry out periodic audits of staff payments.

- Recognise a potential for a disproportionate and unequal share of economic hardship caused by Covid 19 on women and ensure that we are mindful of this and provide support to staff affected.
- Annually review our Gender Pay Gap and promote initiatives through our Board, Executive management team and staff Equality Diversity and Inclusion working group.
- Provide access to a comprehensive suite of training and development opportunities online and through our mandatory and online training programme.
- Provide committed funding to our succession planning for all business-critical posts, including bespoke leadership, qualification training, mentoring and coaching.
- Aim to introduce ethnicity and disability gender pay gap reporting within our next Gender Pay Gap reporting cycle.

Sunil Desai

Director of Finance and Resources.