



HTS (Property & Environment) Limited

• Proudly serving Harlow •



2021/2022

HTS (Property & Environment) Ltd Gender pay gap report



INTRODUCTION

FROM THE MANAGING DIRECTOR

HTS (Property & Environment) Ltd started trading on 1st February 2017, following the TUPE transfer of 313 staff, and are a company wholly owned by Harlow Council in Essex. HTS provides housing repairs and maintenance, environmental and capital/planned works services.

In our first 14 months of trading and amongst many other achievements, HTS have strived to ensure that their current and new employees are paid both fairly and equitably.

As part of this strategy, we are an accredited *Living Wage* and *Disability Confident* employer who also pay our apprentices this rate of pay. HTS recruited 6 apprentices with an excellent mix of equality and diversity in its first year of trading and will be recruiting a further 4 apprentices during 2018. We are committed to maintain 10 apprentices on an annual rolling basis.

As part of its organisational development and people strategy, we have wherever possible succession planned/promoted from within the business with many of the successful people being female and hence providing the opportunity to earn a higher level of salary.

HTS have also completed a salary alignment review over a period of 4 months to ensure fair and equitable pay and alignment where appropriate, to the relevant pay scales.

We believe that our Gender Pay Gap statistics support and show a good reflection of the HTS organisational development and people strategy that we have adopted.

John Phillips

Managing Director



WHAT IS THE GENDER PAY GAP AND HOW IS IT CALCULATED

The gender pay gap is the percentage difference between average hourly earnings for men and women. UK companies with 250 or more employees will have to publish their gender pay gap data, under a new legal requirement. Public, private and voluntary sector firms are now all required to disclose average pay for men and women, including bonuses.

The pay gap is not the same as equal pay. Equal pay, i.e. men and women doing the same job being paid the same, has been a legal requirement for 47 years. A company may have a gender pay gap if a majority of men are in top jobs, despite paying male and female employees the same amount for similar roles.

The gender pay gap shows the percentage differences in 'Ordinary Pay' as well as 'Bonus Pay'. Ordinary pay is calculated using basic pay and allowances as well as maternity, paternity and sick pay that was paid in March. Bonus pay is calculated using the total of any bonuses paid since March 2021.

Pay quartiles are calculated by taking the hourly pay rates of all employees within HTS, splitting the list into four equal groups and calculating the percentage of male and female employees in each quartile.

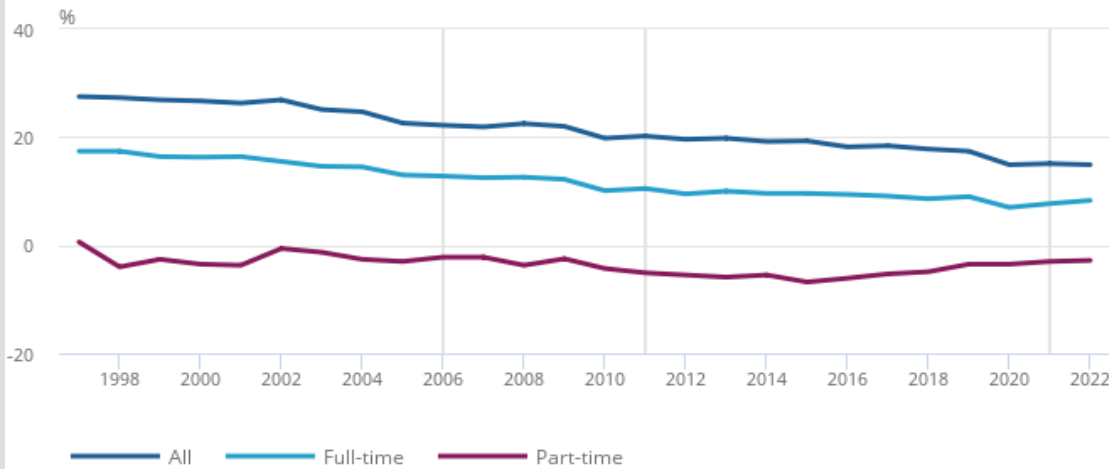
NATIONAL GENDER PAY GAP

National mean (average) gender pay gap*



Figure 1: The gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full time employees and all employees

Gender pay gap for median gross hourly earnings (excluding overtime), UK, April 1997 to 2022



Source: Office for National Statistics – Annual Survey of Hours and Earnings (ASHE)

Nationally, one of the main reasons for the gender pay gap is that men are more likely to be in senior roles

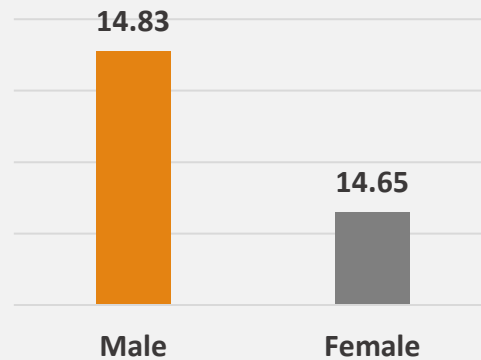
OUR GENDER PAY GAP

Our data shows that female employees earn on average 1.2% less than male employees, which is far below the national average of 7.9%.

The overall median gender pay gap shows that female employees earn on average 4.6% more than their male counterparts.

MEAN

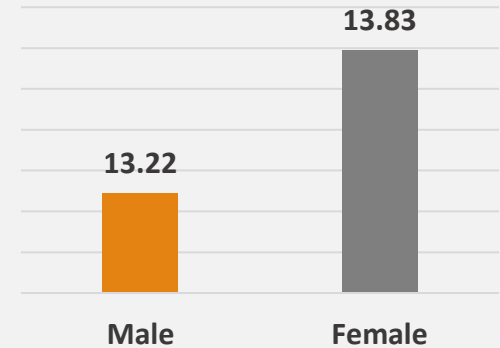
Hourly Rate



HTS
Gender Pay Gap
Women's mean hourly rate is
1.2%
Lower

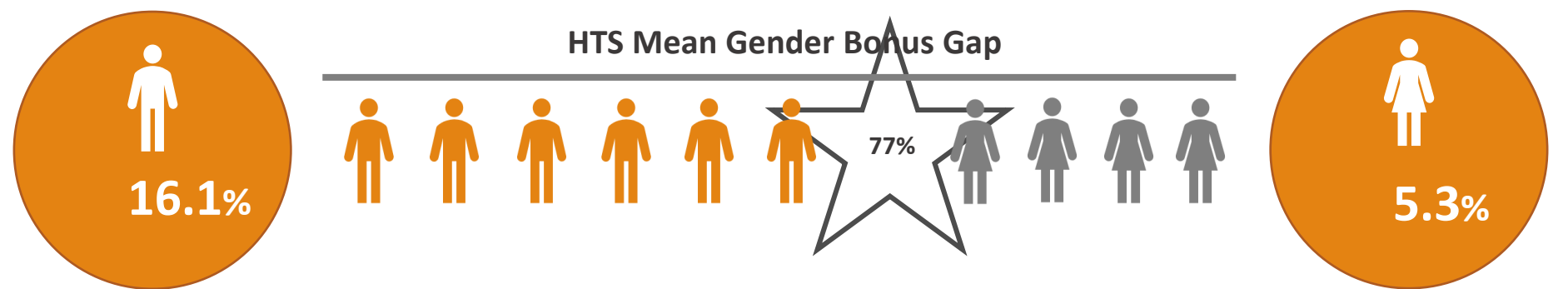
MEDIAN

Hourly Rate



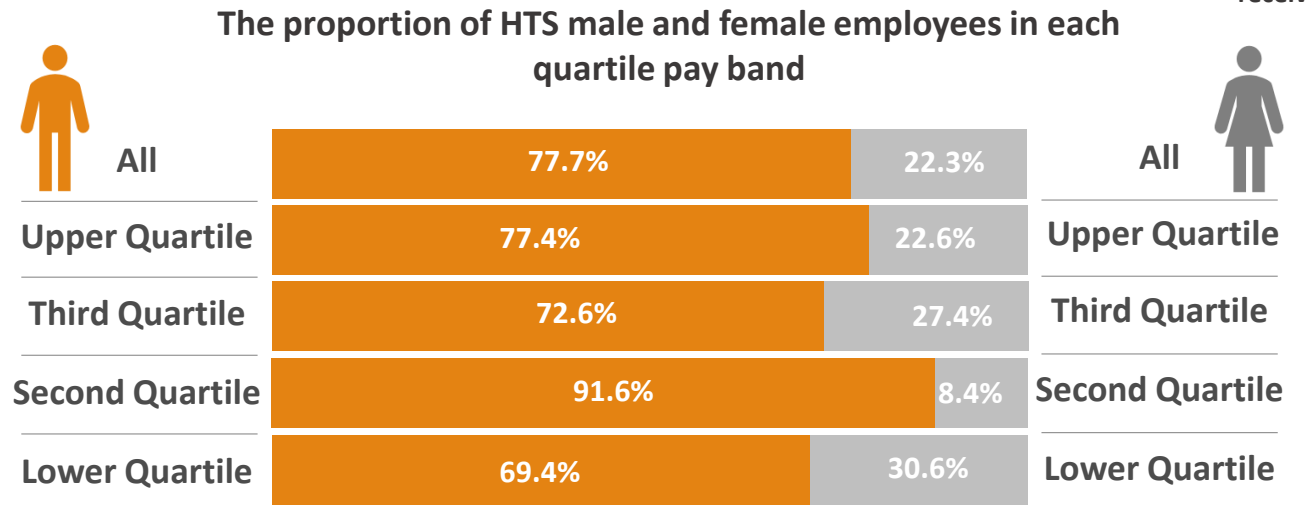
HTS
Gender Pay Gap
Women's median hourly rate is
4.6%
Higher

OUR GENDER PAY GAP



Percentage of male employees who received a bonus

Percentage of female employees who received a bonus



Why do we have a gender pay gap?



Our data shows that we are far above the national average for the hourly rate for female employees.

This can be attributed to the fact that despite female employees only making up 22% of the workforce at HTS, there are more women in higher grade roles.

The biggest factor in our gender pay gap is the under-representation of female employees in senior management roles.

5.3% of female employees received a bonus, compared to 16.1% of male employees. This is due to the certain bonus elements only being available to select sections within the company which are in turn dominated by male employees. Additionally male employees make up the majority of the senior management team.

What we are doing to close the gap

Although there is only a minimal gender pay gap at HTS, there is always room for improvement.

Our plans moving forward over the next few years are to further develop a wider social inclusion model with local charities/organisations, continuing to ensure fair and equitable pay levels and at the same time looking to achieve a *Disability Confident Champion* status.

A particular emphasis has been placed on increasing the number of female employees in senior level positions.

We look to continue to improve upon this through our commitment to succession planning, investing in women's career development and progression into senior roles.

