



## **HATS Gender Pay Gap Report 2023 - 2024**

I am pleased to share the HATS Gender Pay Report for 2023 / 2024. It's based on a 'snapshot' as of the 5th April 2023 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**

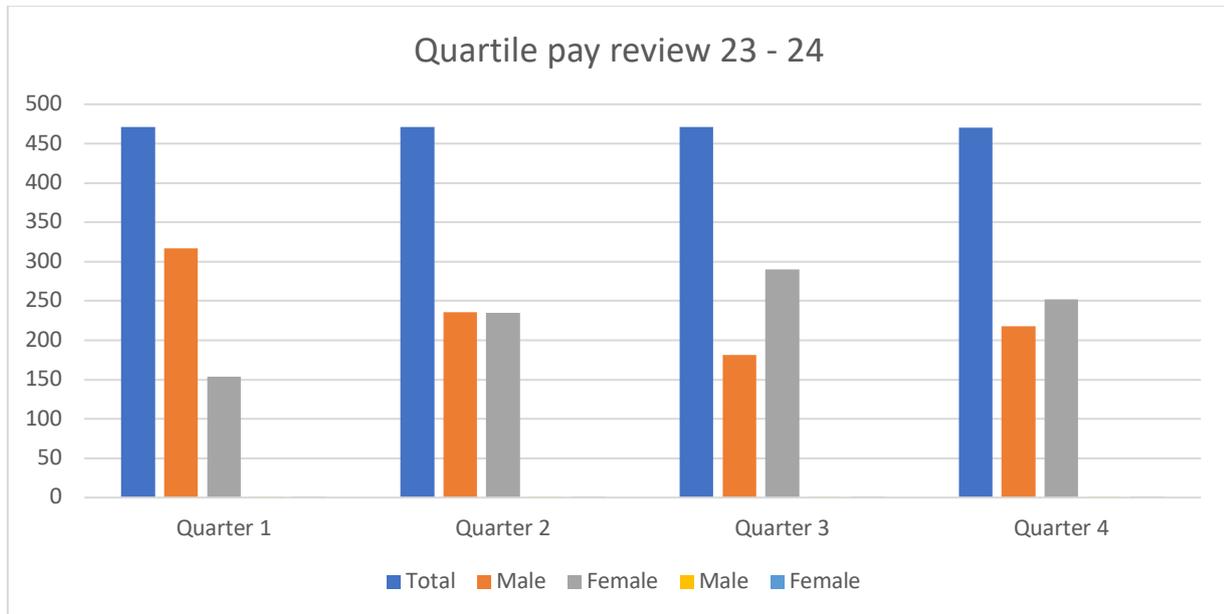
We can confirm that the mean pay gap between men and women is £0.60 an hour, with men earning 6% more as a mean difference for every hour worked. This gap has increased by 2% since the 2021 - 2022. The growth in difference is due to the cost of living increases in the roles that are carried out. HATS Groups biggest employee area by number of staff is Home to School. Within the Home to School division the majority of the higher paid bus driver roles are filled by men. The Bus driver role is a higher paid role than other roles in this division often with higher hours per week. 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.

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

	Total	Total hourly pay	Mean
Male	952	£ 12,399.82	£ 13.03
Female	931	£ 11,571.55	£ 12.43
Difference			£ 0.60
> £13.43 minus £12.43; divided by 13.43, and multiplied by 100			mean (average) 6%

For every £1 a male employee makes a female will earn 94p

The most significant way to influence change is to increase the number of female bus drivers. HATS has developed an in-house driver training program so that we can focus on training higher numbers of female bus drivers.



I am pleased to report that the median pay for men and women is exactly the same at £11.95. In 2023 – 2024 all our hourly paid roles, in each contract, are all paid the same. We monitor diversity within departments and recognise we have work to do within some areas of the business with HR being predominantly female and IT being predominantly male. We continue to promote and appoint many women into senior roles within HATS.

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:

23-24 data	Total	Male	Female	Male	Female
Quarter 1 (Upper)	471	317	154	67%	33%
Quarter 2 (Upper middle)	471	236	235	50%	50%
Quarter 3 (Lower middle)	471	181	290	38%	62%
Quarter 4 (Lower)	470	218	252	46%	54%

\*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 a significant shift in Quarter 2 with the % of females in this bracket growing by 15%.

‘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.