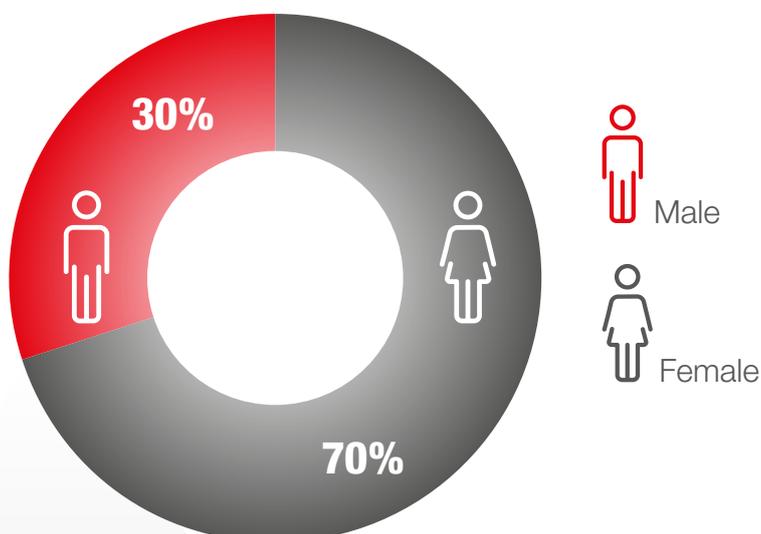


Gender Pay Gap Report 2017

Here at HIT we are confident that we offer a fair deal to all our employees and provide a salary and benefits package that contributes to recruiting, engaging and retaining the right people at all levels to deliver HIT's organisational objectives.



On the 5th April 2017 our HIT Training Ltd (HIT) payroll comprised of 493 employees, of which 149 were male and 344 female. This represents 30% male and 70% female gender split.



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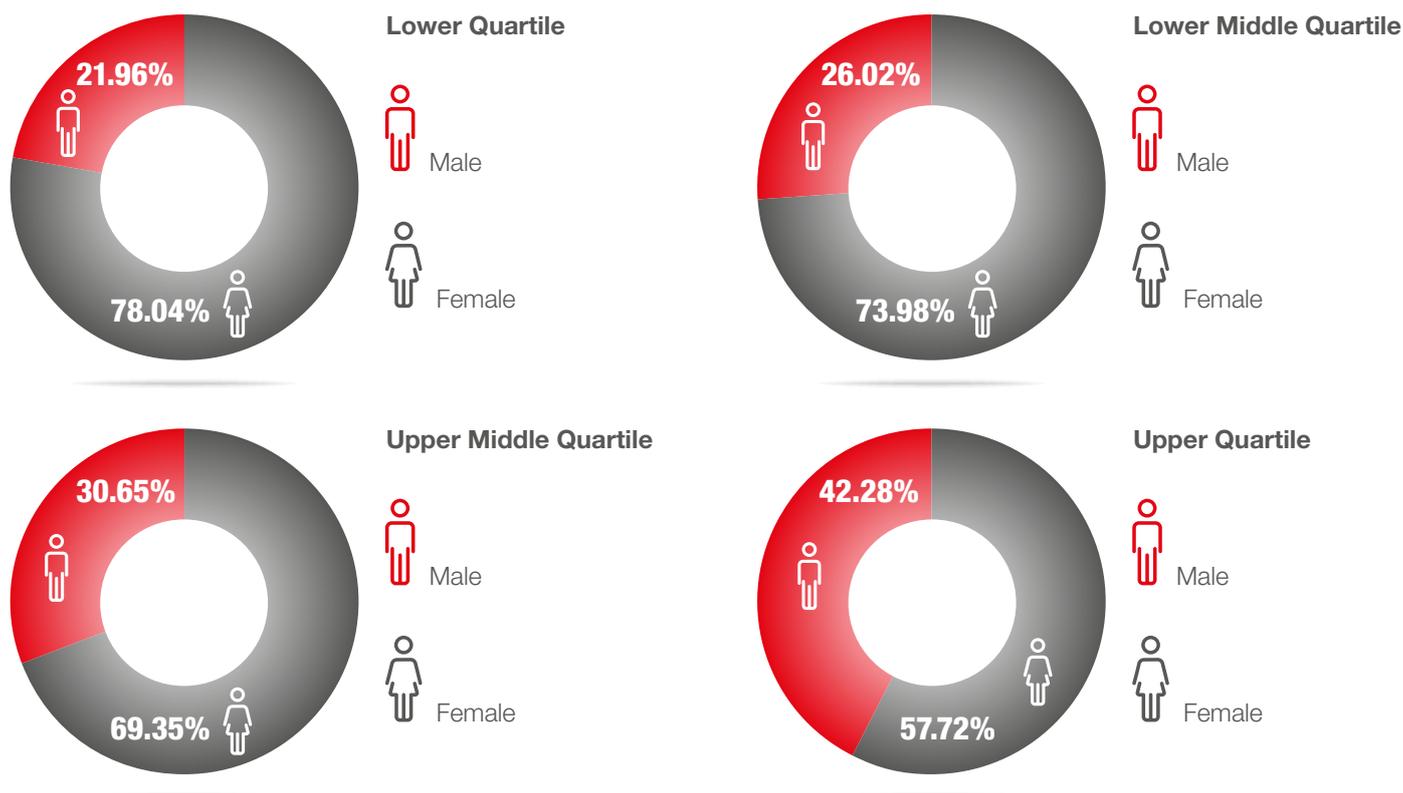
HIT provides specialist vocational training whereby a significant majority of our roles require industry competence as a fundamental requirement for our customer facing Assessors and Quality Assurers. As a result the gender split within HIT and the available talent pool is reflective of the sectors we specialise in, namely hospitality and care.

Our overall gender pay gap by mean average is 13.33%. This highlights the difference between the average pay of females and males in our total workforce. Our gender pay gap by median is 6.16%. These figures compare favourably to the national average figures of 14.1% mean and 9.1% median, as published by the [ONS](#).

Mean and Median Gender Pay Gap:



Proportion of male and females by quartile:



Median difference across quartiles:

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
2.05%	-1.62%	-0.09%	8.72%

The gender pay gap for three of the quartiles is much lower than for HIT overall. However, the Upper Quartile median is higher than that of the company overall. Having a female dominant workforce has meant that the fluctuations in male population has had a more significant impact as discussed below.

Summary of data:

Upper Quartile

The upper quartile comprises of the broad range of roles and salaries which includes all management levels and specialist roles. As a result of the broad salary range of these roles is greater than the other three quartiles thereby generating a greater mean gender pay gap.

HIT is proud to have a gender balance on both the Strategic and Operational Boards. The Strategic Board has a 50% female representation and the Operational Board comprises of 47.8% females.

There are twice as many female Sector Managers than males. The mean salary for male Sector Managers is 2.57% less than female. The lowest and highest salaries are compatible for both males and females however due to the limited number of male incumbents the salary range is narrower thereby leading to the median difference is 5.26%.

Upper Middle and Lower Middle Quartiles

75% of upper and lower middle quartiles are made up of Trainer Assessor (TA's). There is a 3.84% median difference in the TA's. Broken down within sectors, female care assessors earn 4.55% median less than men, this is due to the significantly fewer (11 men, 67 female) having a greater impact on the differential. Across the hospitality assessors, men earn 3.84% more median however this is reduced to 0.72% more when chef academy payments are discounted.

Lower Quartile

The lower quartile comprises of our administrators of which 7.7% are male opposed to 92.3% females. The median salary for a male administrator 10.68% lower than that of their female counterpart, many of whom have long service.

In 2016, HIT were early adopters of the Living Wage, as a result of paying this rate the range between the lower and upper quartiles is not as broad as it would be if we paid minimum wage.

Bonus Pay

Bonus pay represents 0.58% of the overall annual payroll. There is a significant difference in bonus payments this is primarily due to that fact that everyone within HIT is eligible to receive a bonus, from Help HIT Grow through to Performance Based Bonuses. The disparity in bonuses is predominantly due to the fact that our sales roles attract the greatest opportunity to receive bonuses, of which 69% are female incumbents.

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Mean and Median Gender Bonus Pay:

Mean	Median
-150.5%	-40.0%

Proportion of males and females with bonus pay:

Male	Female
12.5%	13.2%

The Future:

We are confident that we offer a fair deal to all our employees and provide a salary and benefits package that contributes to recruiting, engaging and retaining the right people at all levels to deliver HIT's organisational objectives. We are committed to:

- Continually assess our recruitment practices and utilise technology and assessment techniques to attract and recruit the best candidates from all backgrounds.
- Have a gender neutral approach to determining pay within our roles, this has been achieved through our Fair Deal project and the salary bands for our key roles. Salaries are monitored for equity and transparency.

- Work with our employees through evolving development programmes to enable progression in whatever direction we can to achieve their potential.
- Continue facilitating a flexible approach to work, whereby in many of our roles individuals are responsible for their own diary further enabling their work life balance.
- Review of the bonus schemes and commission structures to ensure validity and appropriateness.

The data in this report is accurate and in line with government reporting regulations.