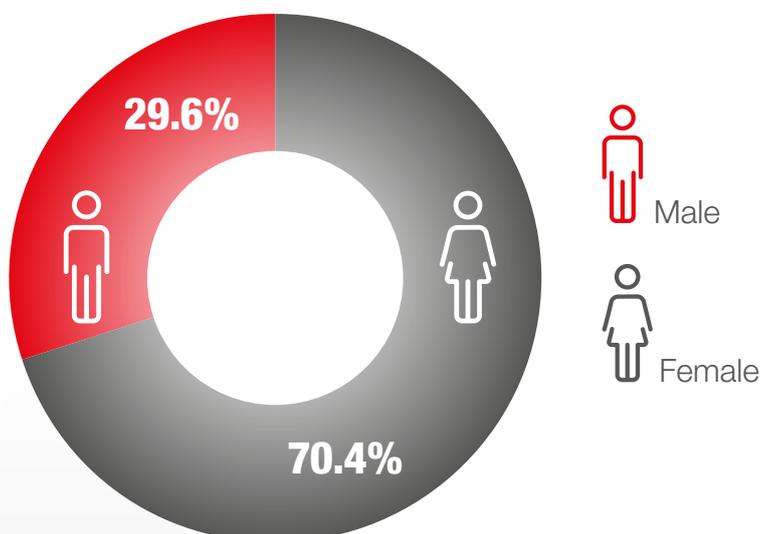


# Gender Pay Gap Report 2018

The 2018 figures for HIT Training Ltd (HIT) show that the gender pay gap has reduced over the past year. Our commitment to assessing and reviewing our practices and procedures reaffirms our confidence 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.



On the 5th April 2018 our HIT Training Ltd (HIT) payroll comprised of 483 employees, of which 143 were male and 340 female. This represents 29.6% male and 70.4% female gender split.



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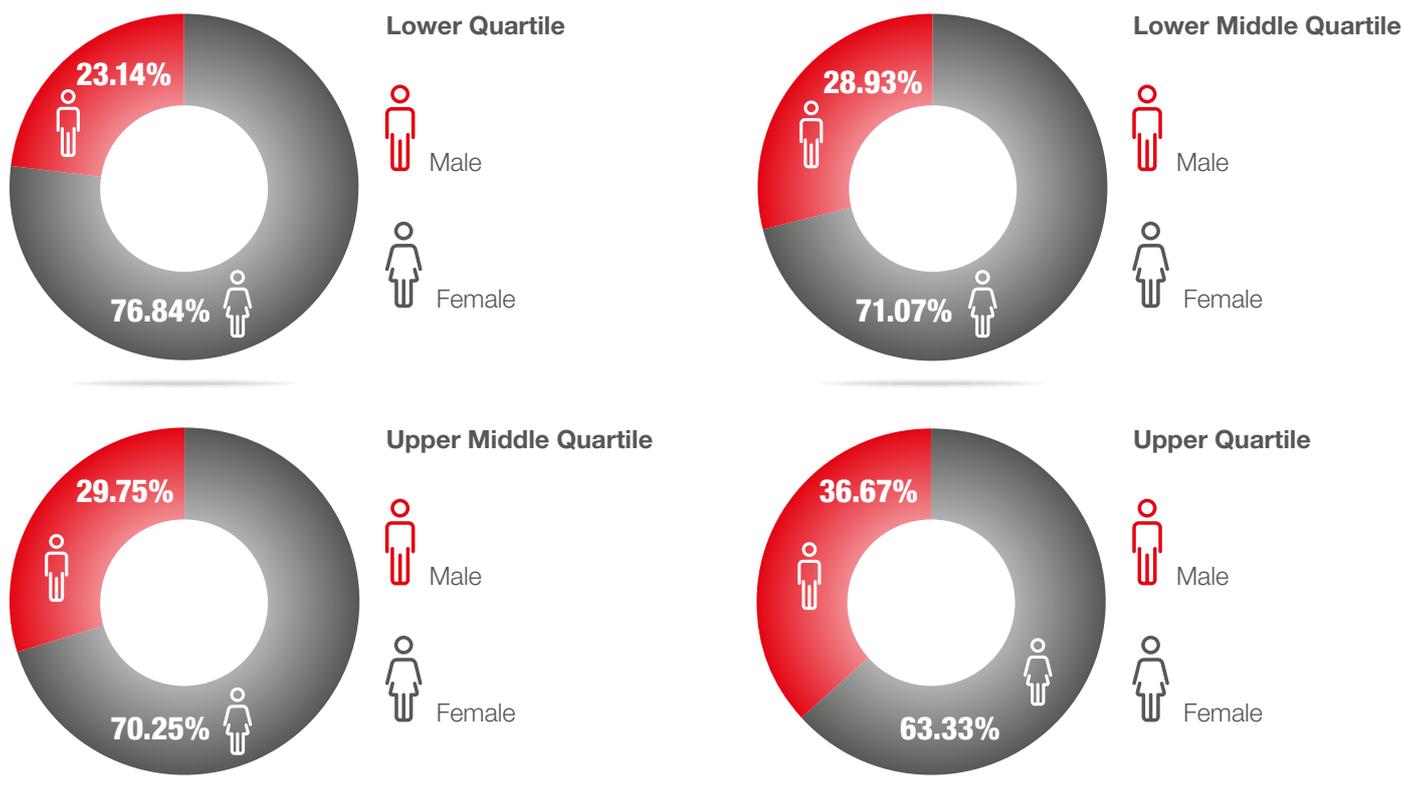
HIT provides specialist vocational training whereby a significant majority of our roles require industry competence as a fundamental requirement for our customer facing Assessors and Quality Assurers. As a result the gender split within HIT and the available talent pool is reflective of the sectors we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

The mean gap has fallen from 13.33% to 11.67% and the median gap has also fallen from 6.16% to 2.22%. For the second year these figures compare favourably to the national average figures of 13.7% mean and 8.6% 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
0.0%	0.0%	-1.09%	6.5%

There is no gender pay gap for the bottom two quartiles and there is a negative pay gap in the third quartile. However, the Upper Quartile median is higher than that of the company overall, although remains lower than the national Median. Having a female dominant workforce has meant that the fluctuations in male population has had a more significant impact.

### Summary of data:

The Lower, Lower Middle and Upper Middle Quartiles comprise of our core operational roles that have more incumbents these include Administrator, Trainer Assessor (TA) and Quality Assurers (QA). For our Administrators (of which 8.6% are male) the median salary is 13.53% lower than that of their female counterpart, many of whom have long service.

TAs represent 52.17% of our workforce and have a 0.76% median difference. Broken down within sectors, male care assessors earn 0.76% median more than female care assessors, male hospitality assessors earn 2.18% more median than female hospitality assessors and female chef assessors earn 0.58% median less than male chef assessors.

There is no median differential between male and female Quality Assurers (QA).

The Upper Quartile comprises of a broader range of roles and salaries which includes all management and specialist roles. As a result of the broad role and salary ranges in this quartile there is greater median difference than in the other quartiles.

Sector Managers sit within the upper quartile. There are twice as many female Sector Managers than males. The median salary for male Sector Managers is 2.95% less than female.

### Bonus pay:

Bonus pay represents 1.57% of the overall annual payroll, this has increased from 0.58% of the 2017 annual payroll. The overall proportion of males and females receiving a bonus increased significantly in 2018 as everyone within HIT is eligible to receive a bonus, from Help HIT Grow

through to Performance Based Bonuses. There remains a disparity in the mean bonuses received and this remains reflective of the fact that our sales roles attract the greatest opportunity to receive bonuses, of which 81% are female incumbents.

# Gender Pay Gap Report 2018

## Mean and Median Gender Bonus Pay:

Mean	Median
-58.2%	0.0%

## Proportion of males and females with bonus pay:

Male	Female
71.9%	70.4%

## The Future:

We remain 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. This has been demonstrated through our reduced gender pay gap since 2017. We remain 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 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.**