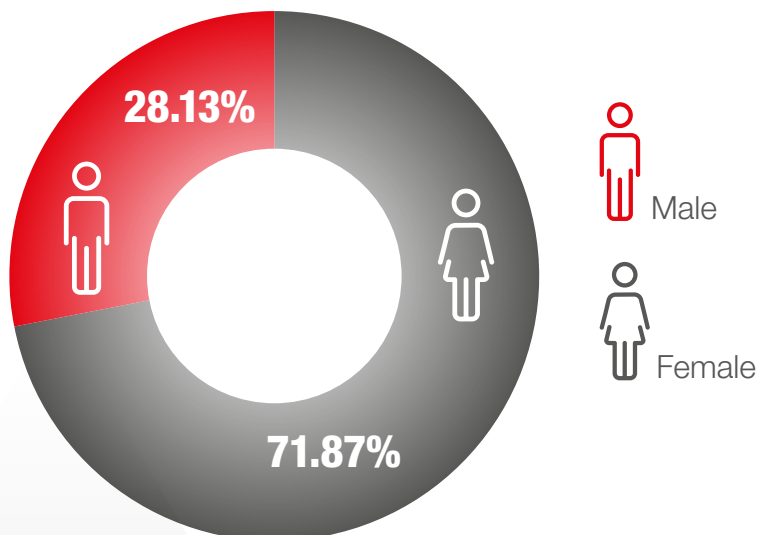


# Gender Pay Gap Report 2020

At HIT Training Ltd (HIT) we are committed to continuously improving our diversity and inclusion and providing equal opportunities for all our employees. The 2020 figures for HIT show that the gender pay gap has continued to be reflective of our values by remaining relatively similar with only a small increase in the median and mean calculations. Whilst we are aware of the slight increase in our figures, we remain committed to our female workers by providing an environment with a range of development opportunities, an extensive benefits package, family friendly policies and a flexible working approach that allows space for lifestyle adjustments. We offer salary sacrifice schemes to all our employees that support this.

The gender pay gap shows the difference in average pay between women and men in all roles within our organisation. At the time of the snapshot date our payroll comprised of 519 employees, of which 146 were male and 373 were female. This represents a 28.13% male and 71.87% female gender split (2019 figures: 28.17% M, 71.83% F, 2018 figures: 29.6% M, 70.39% F, 2017 figures: 30% M, 70% F).



Jill Whittaker FCA  
Managing Director



Divisions of HIT Training Ltd.



# Gender Pay Gap Report 2020

## Gender Pay Gap:

Average	2020	2019	2018	2017
Median	<b>4.00%</b>	3.00%	2.22%	6.16%
Mean	<b>12.84%</b>	11.70%	11.67%	13.33%

These figures compare favourably to the 2020 national average figure of 7.4% median as published by the [ONS](#).

## Proportion of males and females by quartile:

Quartile	Gender	2020	2019	2018	2017
Lower	Female	<b>80.00%</b>	78.70%	76.86%	78.04%
	Male	<b>20.00%</b>	21.30%	23.14%	21.96%
Lower Middle	Female	<b>70.99%</b>	72.97%	71.07%	73.98%
	Male	<b>29.01%</b>	27.03%	28.93%	26.02%
Upper Middle	Female	<b>72.09%</b>	65.14%	70.25%	69.35%
	Male	<b>27.91%</b>	34.86%	29.75%	30.65%
Upper	Female	<b>64.34%</b>	69.09%	63.33%	57.72%
	Male	<b>35.66%</b>	30.91%	36.67%	42.28%

## Median difference across quartiles:

Quartile	2020	2019	2018	2017
Lower	2%	-2.2%	0.00%	2.05%
Lower Middle	0%	0.00%	0.00%	-1.62%
Upper Middle	0%	-1%	-1.09%	-0.09%
Upper	6%	6%	6.5%	8.72%

The Lower quartile has seen an increase that on average women earn 2% less than men. Although this difference between 2019 to 2020 may appear alarming, the reason for these changes are workforce growth.

## Summary of data:

The increased headcount has meant that our quartiles are larger and has led to a redistribution of employees between quartiles, which has been a contributing factor for the change. Further to this a large portion of our workforce have a pay spread that sees a small difference of £4.86, therefore, each quartile only has a small hourly pay increase apart from the Upper quartile. In this snapshot year, due to changes in our industries, we have organically recruited more women into roles that fall into the lower and upper middle quartiles, as these make up the majority of our workforce. Additionally, many of our

administrator and processing roles are filled by women and these roles all fall into our lower quartile.

The Lower and Upper Middle quartiles show no gender pay gap, the Upper Middle quartile has balanced in comparison to our 2019 figures. This reflects upon our commitment to equal opportunities and career progression opportunities for both men and women. The pay gaps in these quartiles demonstrate that our Training Consultants, Quality Assurers and other front line roles are paid equally across genders.

## Bonus pay:

Median bonus pay amounts are equal across male and female recipients, as everyone within HIT is eligible to receive a bonus, from employee referral schemes through to performance related 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 94.11% are female incumbents.

# Gender Pay Gap Report 2020

## Mean and median Gender Bonus Pay Gap:

Average	2020	2019	2018	2017
Median	<b>0.0%</b>	0.0%	0.0%	-40.0%
Mean	<b>-59.60%</b>	-23.8%	-58.2%	-150.5%

## Proportion of males and females with bonus pay:

Gender	2020	2019	2018	2017
Female	<b>63.6%</b>	81.8%	70.4%	13.2%
Male	<b>61.9%</b>	79.4%	71.9%	12.5%

## The Future:

We continue to ensure that we offer equal opportunities as well as a fair deal and a diverse benefits package that contributes to recruiting, engaging and retaining the right people at all levels to deliver HIT's organisational objectives. We offer development opportunities at all levels within the business to help people become the best they can. This is shown through our increase in female employees within the Upper Middle quartile as we have clear and defined career paths for our workforce. 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. Salaries are monitored for equity and transparency.

- Work with our employees through evolving development programmes to enable progression in the direction that they wish to take.
- Continue facilitating a flexible approach to work, whereby many 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.
- Continue to review our policies within the workplace to ensure support and retention of our people.

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



Divisions of HIT Training Ltd.

