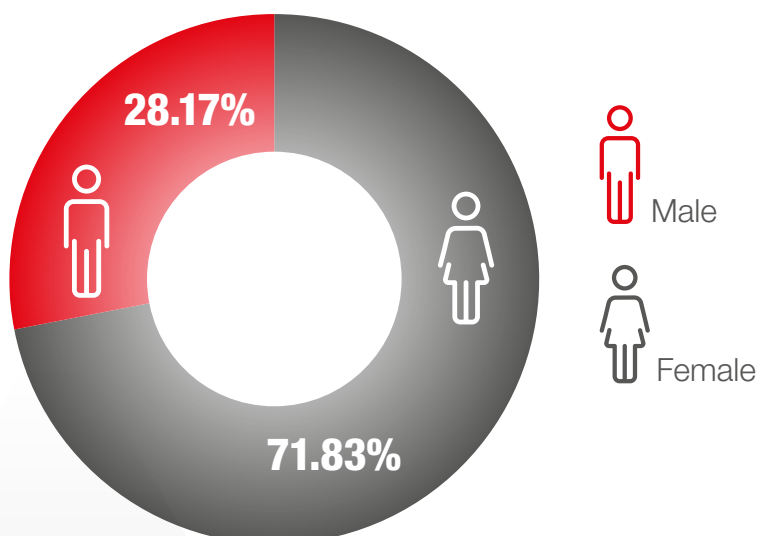


Gender Pay Gap Report 2019

The 2019 figures for HIT Training Ltd (HIT) show that the gender pay gap has remained fairly consistent over the past year, with only a small increase in the median and mean calculations. While any increase requires scrutiny, we are confident that these stable figures demonstrate HIT's continued commitment to the female workforce, by providing a fair deal to all our employees that includes a robust benefits offer, allowing each individual to tailor their own package to suit their lifestyle and priorities, in some cases via a salary sacrifice agreement.



On 5th April 2019, our payroll comprised 458 employees, of which 129 were male and 329 were female. This represents a 28.17% male and 71.83% female gender split (2018 figures: 29.6% M, 70.39% F, 2017 figures: 30% M, 70% F).



Gender Pay Gap Report 2019

Gender Pay Gap:

Average	2019	2018	2017
Median	3.00%	2.22%	6.16%
Mean	11.70%	11.67%	6.16%

These figures compare favourably to the national average figure of 8.9% median as published by the [ONS](#).

Proportion of male and females by quartile:

Quartile	Gender	2019	2018	2017
Lower	Female	78.70%	76.86%	78.04%
	Male	21.30%	23.14%	21.96%
Lower Middle	Female	72.97%	71.07%	73.98%
	Male	27.03%	28.93%	26.02%
Upper Middle	Female	65.14%	70.25%	69.35%
	Male	34.86%	29.75%	30.65%
Upper	Female	69.09%	63.33%	57.72%
	Male	30.91%	36.67%	42.28%

Median difference across quartiles:

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

The Lower quartile shows that on average women earn 2.2% more than men, which can be attributed to the long service of the female employees undertaking administration roles.

Summary of data:

The Lower Middle quartile shows no gender pay gap, while our Upper Middle quartile shows a slight gender pay gap, with women being paid on average 1% more than men. The pay gaps in these quartiles demonstrate that our Training Consultants, Quality Assurers and other front line roles are paid equally across genders.

The Upper Quartile median is higher than that of the company overall, although remains lower than the national Median. This section of the population contains

a broader range of roles and salaries which includes all management and specialist roles. As a result, there is a greater median difference than in the other quartiles. This decreased figure looked at in conjunction with the increase of female incumbents in the Upper quartile would suggest that female employees are being given the opportunity to earn higher salaries, progressing within the company.

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 80.7% are female incumbents.

Gender Pay Gap Report 2018

Mean and Median Gender Bonus Pay:

Average	2019	2018	2017
Median	0.0%	0.0%	-40.0%
Mean	-23.8%	-58.2%	-150.5%

Proportion of males and females with bonus pay:

Gender	2019	2018	2017
Female	81.8%	70.4%	13.2%
Male	79.4%	71.9%	12.5%

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 increase in female employees within the Upper quartile, as we see a greater representation within our management and leadership teams. 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.

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