

Gender Pay Gap Report 2024

Legal position

The Gender Pay Gap Regulations came into force in April 2017. The regulations mean that all employers with 250 employees or more are required to report their gender pay gap on an annual basis. The gender pay gap is defined as the difference between male and female average earnings on the snapshot date of 4 April each year, with organisations reporting a year in arrears.

Our Gender Pay Gap

At the snapshot date Terrence Higgins Trust had 193 employees on which we can report. While we are not required by regulation to report gender pay gap data, we feel it is important to gather and analyse the figures to keep track on our gender pay gap. The table below shows the Terrence Higgins Trust mean and median gender pay gap based on hourly rates of pay as of 4 April 2024.

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	Mean	Median
Hourly Pay	-2%	-4%

Bonus payments

Terrence Higgins Trust does not pay bonuses to any of its staff and is therefore not reporting mean or median data, or the proportion of males and females receiving a bonus payment.

Pay Quartiles

The table below shows the distribution of males and females across four equally sized quartiles as of 4 April 2024:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	33%	46%	42%	44%
Female	67%	54%	58%	56%

Interpreting the data

According to the Office of National Statistics, the national average gender pay gap is 7% in 2024, down from 7.5% in 2023.

We are pleased to continue to be an employer with a gender pay gap significantly lower than the national mean average. Both our mean and median gender pay gaps have fallen, moving from a gender pay gap to a negative figure as females earn more than men on average. Since 2021 the mean gender pay gap has fallen by 14% and the median gender pay gap has fallen by 13%.

We are also encouraged by an almost gender balanced proportions of men and women in our higher paid positions -with females in senior positions acting as role models. There is more of a gap in the lower quartile. We expect there to be the highest turnover in this quartile as we attract individuals in the early stages of their careers who tend to move on to other organisations rather than move up through the pay grades.

All employees, except Terrence Higgins Trust's Chief Executive, are paid a salary in line with our pay scales. The Terrence Higgins Trust pay system varies according to the level of responsibility that roles have and for the more senior members of staff, is managed through spot salaries.

For the most junior grades there are spinal points i.e. starting salaries are based on the bottom point of the scale, regardless of gender. For this group too, the longer the period that someone has been in a grade the more we would expect them to earn, irrespective of gender, until the maximum pay point in the grade has been reached.

We have a suite of family friendly and flexible working policies which are taken up across the organisation. We offer enhanced benefits. Flexible working is common across all salary grades, with a third of staff working part time to support a positive work life balance.

We continue to appoint people to roles across the organisation based on merit regardless of gender. We have a robust application process and encourage the use of a balanced panel to carry out interviews therefore reducing the influence of unconscious bias. We encourage promotion from within Terrence Higgins Trust through advertising all our vacancies internally. All employees have an equal opportunity to apply.

Terrence Higgins Trust is committed to gender pay equality and our figures have been calculated in line with the current statutory requirements.