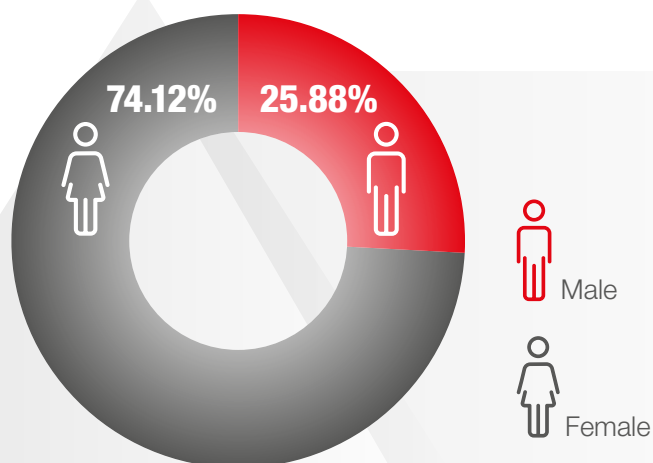# Gender Pay Gap Report 2022

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 398 employees of which 103 were male and 295 were female. This represents a 25.88% male and 74.12% female gender split (2021 figures: 27.97% M, 72.03% F, 2020 figures: 28.13% M, 71.87% F, 2019 figures: 28.17% M, 71.83% F, 2018 figures: 29.6% M, 70.39% F, 2017 figures: 30% M, 70% F).

In this year's report we will compare 2022 gender pay gap figures to 2020 figures. Our gender pay gap figures for 2021 are not comparable due to a significant reduction in the number of full pay relevant employees as a result of the Corona Virus Job Retention Scheme.

At HIT Training Ltd (HIT) we are committed to continuously improving our diversity and inclusion and providing equal opportunities for all our employees. The 2022 figures for HIT show that the gender pay gap has increased by 3%. In 2022, we introduced a new pay banding criteria with new pay bandings created to ensure consistency for all employees. They are set up on a points structure based upon length of service and qualifications to create fairness and equality between employees within the same role, ensuring everyone has the same opportunities to earn points and increase their pay. We continue to 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.

Jill Whittaker FCA
Managing Director

74.12% 25.88%

Male

Female

Divisions of HIT Training Ltd.

Hospitality Industry Training

Connect2care

edn

Gender Pay Gap:

Average	2022	2021	2020	2019	2018	2017
Median	7%	4%	4.00%	3.00%	2.22%	6.16%
Mean	15.14%	12.84%	12.84%	11.70%	11.67%	13.33%

Our gender pay gap still remains below the 2022 national average figure of 8.3% median as published by the ONS.

Proportion of males and females by quartile:

Quartile	Gender	2022	2021	2020	2019	2018	2017
Lower	Female	88.00%	90%	80.00%	78.70%	76.86%	78.04%
Lower	Male	12.00%	10%	20.00%	21.30%	23.14%	21.96%
Lower Middle	Female	70.00%	56%	70.99%	72.97%	71.07%	73.98%
Lower Middle	Male	30.00%	44%	29.01%	27.03%	28.93%	26.02%
Upper Middle	Female	73.74%	78%	72.09%	65.14%	70.25%	69.35%
Upper Middle	Male	26.26%	22%	27.91%	34.86%	29.75%	30.65%
Upper	Female	64.65%	56%	64.34%	69.09%	63.33%	57.72%
Upper	Male	35.35%	44%	35.66%	30.91%	36.67%	42.28%

Median difference across quartiles:

Quartile	2022	2020	2019	2018	2017
Lower	7%	2%	-2.2%	0.00%	2.05%
Lower Middle	0%	0%	0.00%	0.00%	-1.62%
Upper Middle	3%	0%	-1%	-1.09%	-0.09%
Upper	3%	6%	6%	6.5%	8.72%

The Lower quartile has seen an increase that on average women earn 7% less than men. Although this difference between 2020 to 2022 may appear alarming, it should be noted that one of the reasons for these changes is a reduction in workforce from (519 employees 2020 to 398 employees 2022) which has altered our quartiles. The decreased headcount has meant that our quartiles are smaller and has led to a redistribution of employees between quartiles, which has been a contributing factor for the change.

In addition to the above, the majority of our administrator and data processing roles are occupied by women and these roles all fall into our lower quartile. In 2022, we recruited 13 Administrators all of whom were women in comparison to only 7 in 2020.

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 100% are female incumbents. Again, we want to highlight that throughout a large part of 2021 the company was utilising the CJRS to support the financial health of the company and help retain our employees' jobs throughout the pandemic. For this reason, performance bonuses, commission and recruitment were frozen and therefore, the figures below do not show an accurate reflection of our normal bonuses schemes.

Gender Pay Gap Report 2022

Mean and median gender bonus pay gap:

Average	2022	2021	2020	2019	2018	2017
Median	-100%	N/A	0.0%	0.0%	0.0%	-40.0%
Mean	-324.94%	N/A	-59.60%	-23.8%	-58.2%	-150.5%

Proportion of males and females with bonus pay:

Gender	2022	2021	2020	2019	2018	2017
Female	13.65%	N/A	63.6%	81.8%	70.4%	13.2%
Male	5.71%	N/A	61.9%	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. 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.

◗ Offer training opportunities to hiring managers to recognise and address unconscious bias in the workplace. This can help to ensure that all employees are assessed on their abilities and contributions.

◗ Continue facilitating a flexible approach to work, whereby many individuals are responsible for their own diary further enabling their work life balance.

◗ 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.