

## Trivallis Gender Pay Gap Report

### Main Report

#### Introduction

1. On 6<sup>th</sup> April 2017, the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into force, requiring employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.
2. The calculations are based on the situation as at the 5<sup>th</sup> April (the 'snapshot date') each year and the results must be published by 4<sup>th</sup> April the following year.
3. This is the fifth year Trivallis has reported the gender pay gap and the calculations have been undertaken using the Civica HR/Payroll system.
4. The calculations required by the regulations are:
  - Mean Gender Pay Gap
  - Median Gender Pay Gap
  - Mean Bonus Pay Gap
  - Median Bonus Pay Gap
  - Proportion of male/females receiving bonus payments.

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5. The following table shows the results as at the 5<sup>th</sup> April 2021, compared with the previous four years.

I	Calculation	As at 5 <sup>th</sup> April 2017	As at 5 <sup>th</sup> April 2018	As at 5 <sup>th</sup> April 2019	As at 5 <sup>th</sup> April 2020	As at 5 <sup>th</sup> April 2021
I	Mean Gender Pay Gap	-5.12%	0.07%	0.77%	9.46%	12.4%
II	Median Gender Pay Gap	-3.00%	-3.00%	-1.95%	3.74%	5.7%
III	Mean Bonus Gender Pay Gap	100%	100%	100%	100%	100%
IV	Median Bonus Gender Pay Gap	100%	100%	100%	100%	100%
V	Proportion of males/females receiving bonus payments	4.09% / 0%	3.5% / 0%	2.05% / 0%	2.9% / 0%	5.7% / 0%

6. This table above shows the proportion of men and women in each Quartile Pay Band

II Proportion of Males and Females in each Quartile Pay Band										
Quartile	5 <sup>th</sup> April 2020					5 <sup>th</sup> April 2021				
	No. of Women	No. of Men	Total	% Women	% Men	No. of Women	No. of Men	Total	% Women	% Men
Lower quartile	55	61	116	47%	53%	48	51	99	49%	51%
Lower to Mid quartile	51	65	116	44%	56%	47	52	99	47%	53%
Mid to Upper quartile	54	62	116	47%	53%	47	52	99	47%	53%
Upper quartile	31	85	116	27%	73%	26	73	99	26%	74%
Totals	191	273	464	41%	59%	168	228	396	42%	58%

compared with the previous year.

7. The above quartiles are four equal sized groups sorted accordingly to the hourly rate in order of lowest to highest paid.

#### What the results show

8. As at the 5<sup>th</sup> April 2020, the results show that on average (mean) men are paid 12.4% more than women. This means that for every £1.00 a female employee receives; the male receives £1.12.
9. The mean (average) pay gap continues to be in favour of men having gone from 9.46% in April 2020 to 12.4% in April 2021.
10. The overall proportion of men and women employed by Trivallis since 5<sup>th</sup> April 2018 has slightly changed with 42% of employees being women and 58% being men. The headcount in April 2021 has reduced by 66 employees compared with the previous year.
11. The median gender pay gap is the difference in the midpoints in the hourly pay for men and women. It is regarded as a more representative figure as it is not affected by 'outliers' i.e., the few individuals at the top or bottom of the range.
12. The median gender pay gap for 5<sup>th</sup> April 2021 is 5.7%. This means that the male median is higher than the female median. The median hourly rate of pay for men was £15.15 compared to £14.29 for women.
13. In April 2021, the median pay for men has increased by £0.19 compared with April 2020. However, the median pay for women has decreased by £0.11 in the same period as can be seen in the below table.

III Changes in Median Pay for Males and Females			
	Apr 2020	Apr 2021	Difference
Men	£14.96	£15.15	+ £0.19
Women	£14.40	£14.29	- £0.11

14. There has been a change in the proportion of men and women in the lower to mid quartile, resulting in a more even gender balance. However, there are more men than women in each quartile with the greatest imbalance seen in the upper quartile. Here the proportion is significantly in favour of men where 75 employees (75%) are men compared with 25 employees (25%) are women.

IV Gender pay gap by quartile						
Quartiles	No. of Women	No. of Men	Median Hourly Pay		Total no. of Employees	Gender Pay Gap
			Women	Men		
Lower quartile	48	51	£11.15	£11.26	99	0.97%
Lower to Mid quartile	47	52	£13.61	£14.29	99	4.76%
Mid to Upper quartile	47	53	£16.42	£16.40	99	-0.12%
Upper quartile	26	73	£21.76	£22.94	99	5.14%
<b>Total</b>	<b>168</b>	<b>228</b>	<b>£14.29</b>	<b>£15.15</b>	<b>396</b>	

15. When analysing the gender pay gap in each quartile, the greatest variation is in the upper quartile where the gender pay gap is in favour of men at 5.14%. This means that for every £1 earned by women, men earn £1.05.

16. The lower quartile shows a median gender pay gap in favour in of men of 0.97%. This means that for every £1.00 earned by men, women earn slightly less than their male colleagues.

17. The lower to mid quartile shows a median pay gap in favour of men of 4.76%. This means that for every £1 earned by women, men earn £1.04

18. The mid to upper quartile shows a median pay gap in favour of women of - 0.12%. This means that for every £1.00 earned by women, men earn slightly less than their female colleagues.

19. Bonus payments continue to be paid to males only. The only bonus payment awarded in Trivallis is to gas servicing engineers (paid monthly where an employee completes 7 gas

services in a day). This is a legacy agreement from when the staff were TUPE transferred from Connaught to Homeforce in October 2010.

20. Currently we do not have any female gas servicing engineers within the business.

21. The percentage of men who receive this bonus has increased from 3% in 2020 to 5.7% in 2021.