



British Heart
Foundation

Gender Pay Report 2018

What is the gender pay gap and what is ours?

The gender pay gap shows the difference in pay between male and female employees in an organisation. It is defined as the difference between men's and women's hourly earnings expressed as a percentage of men's earnings.

Despite having more women employed in BHF than men – we are around 70% female, the small gender pay difference is caused by having fewer women in senior and technical roles (e.g. IT & Medical). Within BHF over 80% of employees are working within Retail, and whilst the pay is benchmarked, this sector is typically on lower salaries than other sectors e.g. the financial sector.

Under legislation introduced in April 2017, UK employers with more than 250 employees are required to publish their gender pay details annually.

At the BHF we strive to be a fair, inclusive and transparent organisation that allows everyone an equal opportunity to fulfil their potential. Gender equality is a key component of this aspiration.

Equal pay legislation has been in force since the 1970's and requires people to be paid the same for doing the same or similar roles regardless of their gender. e.g. colleagues working in our warehouse roles are paid at the same rates as their shop floor colleagues.

BHF

To give this data context the difference in pay between men and women on average within the UK is around 12.9%*.

The requirement of this new legislation is to publish data in key areas so all organisations are being measured in the same way.

The mean is the average i.e. if all the data is added together and then divided by the number of people. The median is the middle number i.e. if all the people are lined up and the mid point is selected.

	Gender Pay Gap	Gender Bonus Gap
Mean (Average)	7.70%	5.50%
Median (Middle)	-6.70%	2.80%

This table shows our overall mean and median gender pay data based on the hourly rates of pay at the snapshot date of the 5th April 2017.

	Total no. relevant FTEs	%	Mean hourly pay	Median hourly pay
Male	1068	30.86%	£12.37	£8.20
Female	2393	69.14%	£11.42	£8.75

This table shows the male/female distribution of employees at the BHF and mean and median pay split by gender.

*As of 16th March 2018 - <https://gender-pay-gap.service.gov.uk/Viewing/download>

Proportion of male and female employees receiving a bonus

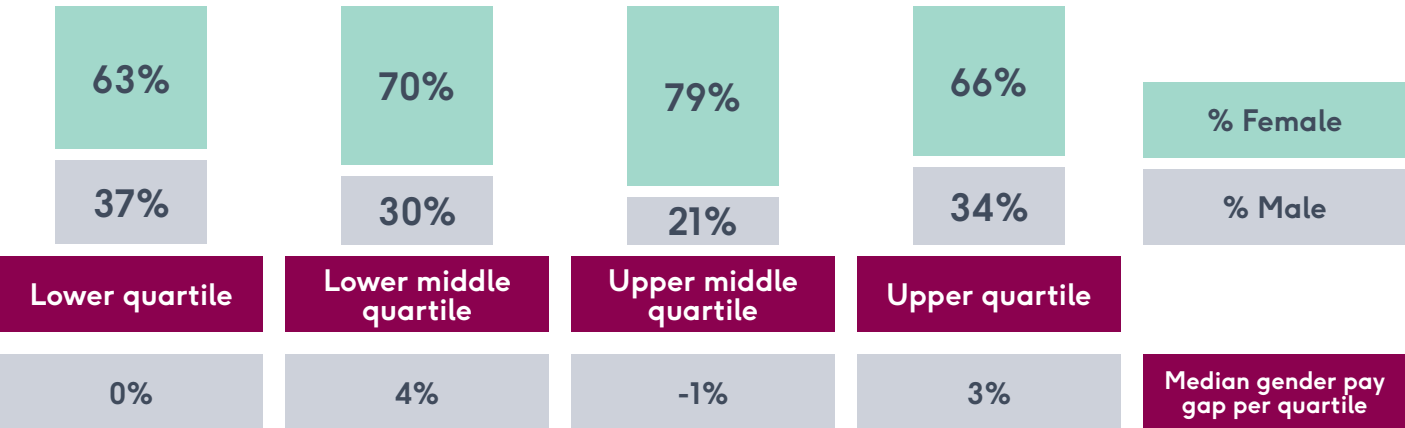


These figures show the differences in numbers of bonus payments which were paid to men and women up to and including the year ending at 5th April 2017.

The definition of bonus as required by the gender pay reporting is very broad. It includes long service awards, which all BHF employees are eligible for after 5 years’ service and these small monetary sums are awarded to approximately 400 people each year. There is also an element of performance related pay within the retail division. BHF Retail generates more profit than any other charity retailer and is a crucial source of income which enables us to fund over half of the UKs independent research into heart and circulatory disease. Our bonus figures are also affected by the way we manage pay for anyone who is outside the benchmarked rate for the role. To ensure fairness in the pay structure we award an un-consolidated sum rather than further increasing the individual’s salary beyond the pay band for the role.

Proportion of employees in each pay quartile & the median pay gap per quartile

As part of the reporting process we are required to divide all our employees into four equal quarters so we have around 900 employees in each quartile/quarter. This is represented in the table below and shows the gender split is fairly similar to our overall split of male and female colleagues except in the upper and lower quartiles where there are slightly more men compared to women.



How are we doing?

- Looking at the organisation as a whole, analysis of our gender pay shows women are actually over represented in the upper middle quartiles, leading to a small median gender pay gap in favour of women. i.e. when looking at the median figure, women are higher paid than men.

- The mean gender pay gap is 7.7% in favour of men, compared to a national average of approximately 12.9%*. This demonstrates that men in the upper quartiles are paid more on average and highlights a gender imbalance, with a male bias, in some of the higher paid technical roles we recruit into.
- We are confident men and women are paid equally for doing jobs of equal value within BHF despite these differences.

As an organisation we have made good progress in narrowing the gap. We are proud that half of our Executive Group and our senior leaders are female and we have plans to further develop and nurture our future female leaders.

*As of 16th March 2018 - <https://gender-pay-gap.service.gov.uk/Viewing/download>

Our Senior Leadership

It is great that the executive team is so evenly split[^] and women are well represented so they can be a role model at a senior level.

We already operate coaching and mentoring programmes and have invested in an extensive 'Leading with Heart' programme to upskill all our leaders. Since this programme commenced in 2015 we are delighted that 149 females have attended and 92 males, so around 62% of the total delegates have been female.

[^]As of 5th April 2017



Our Executive Group

The world of IT is traditionally under represented with only around 17% of IT roles being occupied by females. This is why we are delighted to have Ursula Dolton, Director of IT and Business Change, at the BHF. Here she describes how we can encourage more women into IT;

"Only one in six tech specialists in the UK are women and only one in ten are IT leaders, so at the BHF we want to buck that trend and make IT more inclusive."

"Technology is not just hard drives and cables - it's at the forefront of high profile projects which touch every facet of the business. We act as an enabler for the organisation to operate digitally and be innovative in a number of ways."



Our Senior Leadership Group

“What is fantastic is that I lead a great team and we are actively looking to create an inclusive environment where more women can pursue their passion for technology.”

Ursula Dolton
BHF Director of IT and Business Change



What are we planning?

Whilst a gender pay gap still exists, we recognise there is more to do. We have a number of initiatives planned which include:

- Maternity allowance and support – we have recently increased the maternity provision and we plan to further enhance the offer.
- Flexible/smarter working programmes – we are promoting flexible working patterns and investing in our systems to enable people to work remotely much more easily.
- Graduate programme – we are working in partnership with Macmillan Cancer Support which will help encourage graduates to enter the charity sector. Currently the intakes of these graduates, who complete a two year programme split between the charities, are all female.
- Promoting women in leadership and technical roles – all new opportunities are advertised internally and we are enhancing our career pathing so the route to senior roles becomes more transparent.
- Career break returners – we have a number of women who have returned after a gap to look after their families and we will be holding listening groups with these individuals in order to make that process more effective.
- Mentorship and coaching – we have over 25 in-house coaches and 30 pro bono external coaches so we can allocate tailored and flexible support to people looking to develop their career and progress in BHF. It's great to see that of those employees obtaining coaching support 67% are female.
- Gender balanced interview panels – we will ensure all senior leadership roles have gender balanced panels.
- Creating increased focus on equality, diversity and inclusivity – we are changing some of the job roles within People and Organisational Development and creating a new role as Head of People Relations & Diversity, to give additional impetus to this key area. A key focus will be looking at avoiding unconscious bias.
- Tech Talent Charter - the Charter (TTC) is a commitment by organisations to a set of undertakings that aim to deliver greater gender diversity in the tech workforce of the UK to one that better reflects the make-up of the population. To become a signatory we will make a number of pledges in relation to our approach to recruitment and retention. It also enables organisations to share data and show the progress in balancing the profile of the IT sector.

We confirm the data reported is accurate.

Signed by

Kerry Smith - Director of People and OD



Simon Gillespie - Chief Executive