



British Heart
Foundation

Gender Pay Report 2019

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 the BHF than men – we are at 68% female, the small gender pay difference is caused by having fewer women in senior and technical roles (e.g. Tech & Medical). Within the BHF 83% 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.

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.

Gender pay gap

The difference in average pay between all men and women regardless of the work they perform

Equal pay

To be paid the same for similar or like work

At the BHF we are confident we pay equally for similar or like work regardless of gender.



To give this data context the difference in pay between men and women on average within the UK is 17.3% (October 2019, Office for National Statistics data) the BHF pay gap is 8.7%.

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

The requirement of this 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.

The table below shows our overall mean and median gender pay gap data based on the hourly rates of pay at the snapshot dates of the 5 April 2019, 5 April 2018 and 5 April 2017.

	Gender Pay Gap			Gender Bonus Gap		
	2019	2018	2017	2019	2018	2017
Mean (Average)	8.7%	9.6%	7.7%	-10.0%	-15.2%	5.5%
Median (Middle)	-3.2%	-3.2%	-6.70%	-24.3%	-18.3%	2.8%

Hourly pay rates

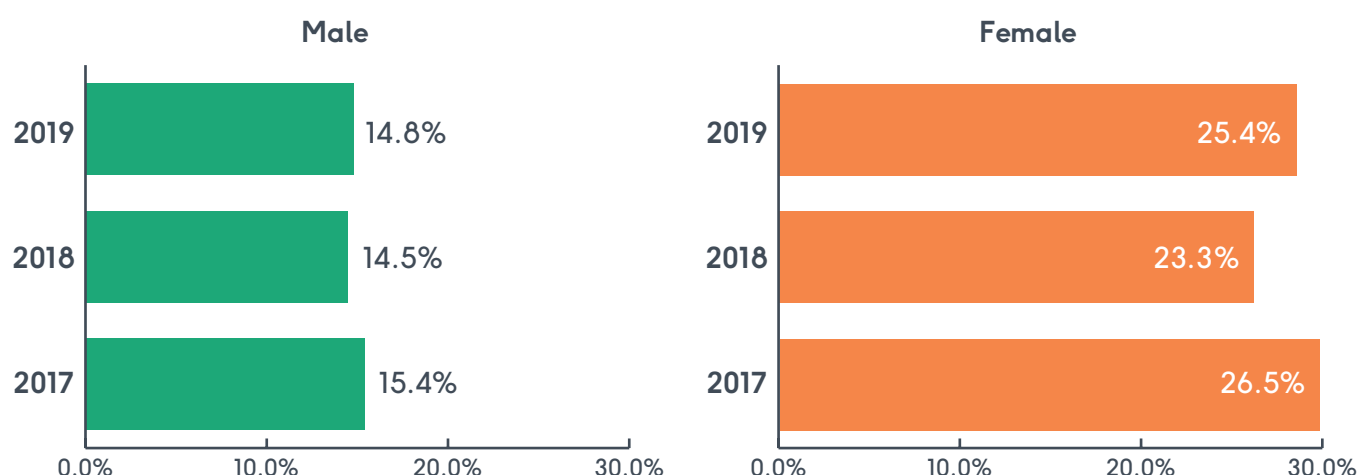
The following three tables show the male/female distribution of employees at the BHF and the mean and median hourly pay split by gender at the snapshot dates of the 5 April 2019, 5 April 2018 and 5 April 2017.

2019	Total no. of full pay relevant FTEs	%	Mean hourly pay	Median hourly pay
Male	1284	32.0%	£13.47	£9.06
	2696	68.0%	£12.30	£9.35

2018	Total no. of full pay relevant FTEs	%	Mean hourly pay	Median hourly pay
Male	1192	32.0%	£13.26	£8.88
Female	2534	68.0%	£11.99	£9.16

2017	Total no. of full pay relevant FTEs	%	Mean hourly pay	Median hourly pay
Male	1068	31.0%	£12.37	£8.20
Female	2393	69.0%	£11.42	£8.75

Proportion of male and female employees receiving a bonus

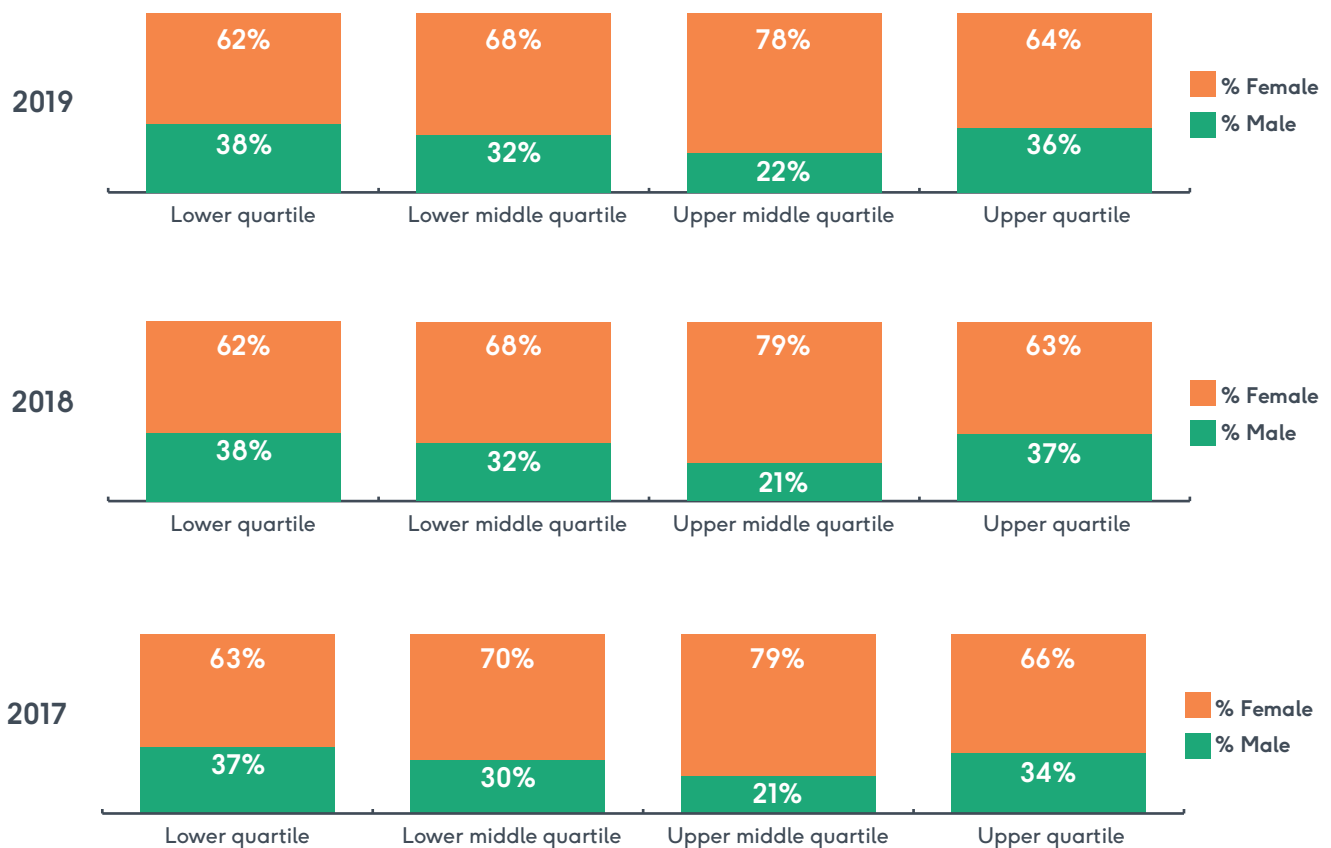


These figures show the difference in the number of bonus payments which were paid to men and women during the years ending 5 April 2019, 5 April 2018 and 5 April 2017.

The definition of bonus as required by the gender pay reporting is very broad. It includes long service awards, where small monetary sums are awarded to approximately 400 people each year. There is also an element of performance related pay within the retail area of the organisation. BHF Retail generates more profit than any other charity retailer and is a crucial source of income which enables us to fund more than half of the UK's 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



This is represented in the tables above and shows the gender split is fairly reflective of our overall split of male and female colleagues. This split by quartile is almost identical between 2018 and 2019 except for a 1% decrease of females in the Upper Middle Quartile and a 1% increase in females in the Upper Quartile for 2019.

Median gender pay gap per quartile

	Lower quartile	Middle lower quartile	Middle upper quartile	Upper quartile
2019	0.0%	-0.5%	0.2%	8.8%
2018	0.0%	1.4%	1.7%	6.9%
2017	0.0%	3.5%	-0.9%	3.4%

Mean gender pay gap per quartile

	Lower quartile	Middle lower quartile	Middle upper quartile	Upper quartile
2019	0.0%	-0.1%	1.3%	11.8%
2018	0.0%	0.5%	2.6%	10.7%
2017	0.1%	-0.1%	1.2%	10.5%

How are we doing?

The Mean gender pay gap has decreased from 9.6% in 2018 to 8.7% for 2019. Although this is still in favour of men it is favourable when compared with the National average. (October 2019 ONS 17.3%)

The Median gender pay gap has remained at -3.2% which as a negative number signifies that women are paid higher than men.

We are confident that men and women are paid equally for doing jobs of equal value in the BHF, despite these differences.

We identified a range of activities in the last Gender Pay Report (March 2019) which we felt would help create a more gender inclusive workplace. This section provides an update on progress.

Removing any potential recruitment barriers

- To prevent any potential barriers to appointing females to senior roles we ensure all senior roles have a gender balanced interview process.
- All our BHF job adverts have been screened to ensure there is no bias in the language used as certain key words are found to attract either more male or female candidates.
- We provide recruitment skills training for hiring managers to minimise the impact of unconscious bias (e.g. reducing the tendency to recruit in your own likeness).
- We aim to encourage hiring managers to seek out diversity by demonstrating how it aids team innovation, productivity and creativity.
- Of the senior management hires in the last 12 months 58% were female.



Creating a more flexible workplace

- It was identified that our maternity provision was below that of our competitors and could be a potential barrier to attracting and retaining female colleagues. So, our maternity provision has been reviewed and improved.
- New training on managing maternity has been included in line manager's training. This covers key aspects such as how to effectively manage communication during the period of leave, keep in touch days and flexible working.

Gender gaps in Technical roles

- A significant challenge is that just 17% of technology workers in the UK are female. Led by a female Chief Technology Officer in the BHF we are pleased to have 37% women in our Technology Directorate, suggesting we are making headway in this area.
- Our wider work is to encourage more females into the area by role modelling career paths and promoting technology to students.
- BHF are a signatory to the Tech Talent Charter and have pledged to commit to inclusive practices and share anonymised data to assist in assessing progress and trends.
- There are sessions planned in schools and we are partnering with both the Tech Talent Charter and Microsoft at technology events aimed at encouraging women into roles in Tech, including the Inclusive Tech Alliance, the Ladies of London Hacking Society and hosting the Code Club.
- Our Chief Technology Officer has been actively working with tech partners and utilising social media to further promote, and encourage, women to consider a career in technology.

Trustee oversight

- We are working with Inclusive Boards to encourage greater diversity in our Trustees.
- There is a Remuneration and People Committee to give oversight and focus to our efforts to further reduce any gender gaps.

We confirm the data reported is accurate.

Signed by

Kerry Smith - Director of People and OD



Simon Gillespie, OBE - Chief Executive