



**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 BHF than men – we are around 70% [TY: 68% LY: 69%] 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% [TY: 82% LY: 84%] 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, which traditionally have tended to attract more male colleagues, are paid at the same rates as their shop floor colleagues, where typically we have more female colleagues situated.

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

BHF

To give this data context the difference in pay between men and women on average within the UK is 12.8% at the 11 March 2019. Last year it was 14.3% and in October 2018 the ONS reported it at 17.9% for all employees.

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 and Bonus Gap	Gender Pay Gap		Gender Bonus Gap	
	2018	2017	2018	2017
Mean (Average)	9.6%	7.7%	-15.2%	5.5%
Median (Middle)	-3.2%	-6.7%	-18.3%	2.8%

Progress since April 2018

When this data was checked at 5 December 2018 we actually found a shift in these figures to a mean of 7.2% and a median at -4%. Since we first published the data last year we have ensured all new senior roles have a gender balanced interview and 7 of the 12 hires at job levels 1 to 3 were female which equates to 58%. This is Senior Leaders to the Executive Group.

Hourly pay rates

The tables below show our overall mean and median gender pay data based on the hourly rates of pay at the snapshot dates of the 5th April 2018 and of the 5th April 2017.

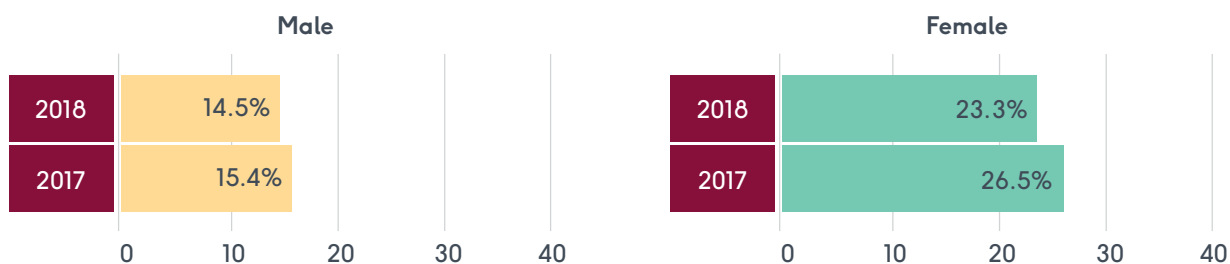
2018	Total no. of full-pay relevant employees	%	Mean Hourly Pay	Median Hourly Rate
Male	1192	32.0%	£13.26	£8.88
Female	2534	68.0%	£11.99	£9.16

These tables show the male/female distribution of FULL-PAY RELEVANT employees at the BHF and mean and median hourly pay split by gender at the snapshot dates of the 5th April 2018 and of the 5th April 2017.

2017	Total no. of full-pay relevant employees	%	Mean Hourly Pay	Median Hourly Rate
Male	1068	31.0%	£12.37	£8.20
Female	2393	69.0%	£11.42	£8.75

There are 265 more people included in the total relevant employee numbers compared to April 2017.

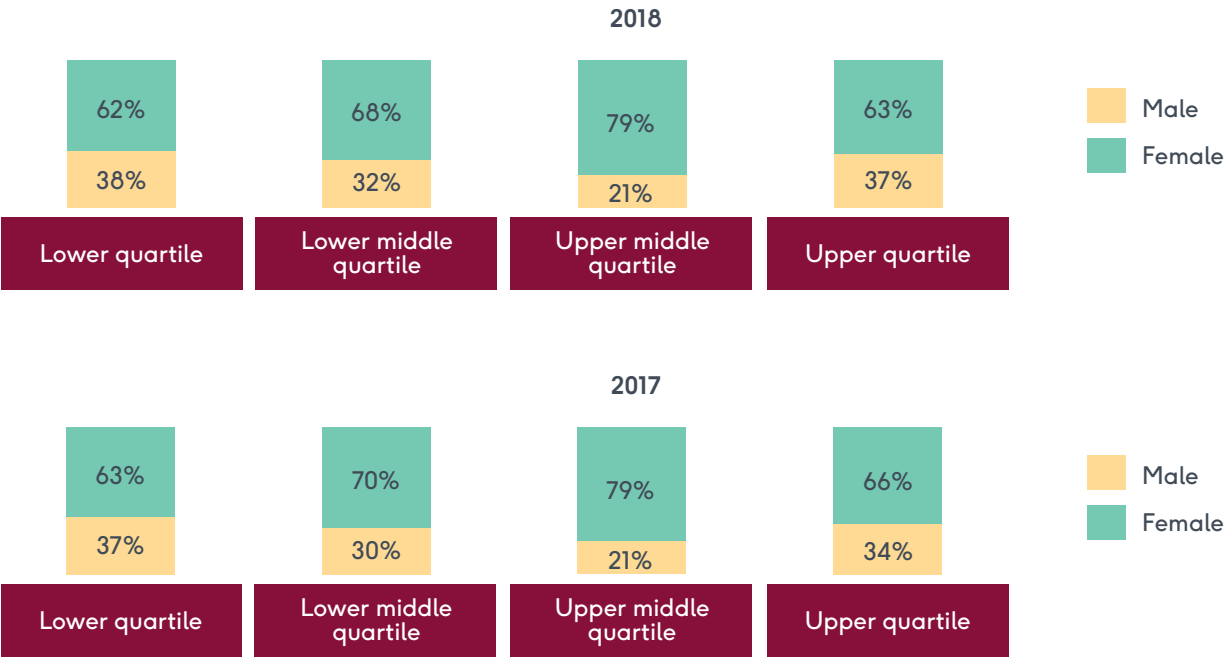
Proportion of male and female employees receiving a bonus



These figures show the difference in the number of bonus payments which were paid to men and women during the year ending 5th April 2018 and during the year ending 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 300 [TY: 293 LY: 288] 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 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



The tables above are where we must divide all our employees into four equal quarters; we have around 930 [LY:865] employees in each quartile/quarter.

This is represented in the tables above and shows the gender split is fairly similar to our overall split of male and female colleagues except there has been an increase in the proportion of males in the upper quartile from 34% last year to 37% this year.

Median gender pay gap per quartile

	Lower Quartile	Middle Lower Quartile	Middle Upper Quartile	Upper Quartile
2018	0%	1%	2%	7%
2017	0%	4%	-1%	3%

Mean gender pay gap per quartile

	Lower Quartile	Middle Lower Quartile	Middle Upper Quartile	Upper Quartile
2018	0%	0.5%	2.6%	10.7%
2017	0.1%	-0.1%	1.2%	10.5%

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 quartile as they were last year [79% female in both years]. However this year the percentage of females in the upper quartile has fallen to 63% (from 66% last year) resulting in a smaller median gender pay gap of -3.2% against -6.7% last year. Note that when looking at the median figures, a negative number signifies that women are higher paid than men.
- The mean gender pay gap is 9.6% [LY 7.7%] in favour of men, compared to a national average of 12.8% at the 11 March 2019 and last year 14.3%. The increase in the figure from last year is driven by a higher percentage of men in the Upper Quartile this year (TY: 37% LY: 34%) where the pay rates are higher. 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.**

Our senior leadership group

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



Coaching and development programmes

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 230 females have participated out of 374 attendees, so around 62% of the total delegates have been female.

Encouraging women into Tech

Women are traditionally under represented in the world of IT with only 17% of roles occupied by females however we have 30.1% females in IT (at December 2018) which has increased by 5.1% from 2017.

Within the Technology sector at BHF the average pay gap is 7% with a median pay gap of 9.2% which is much lower than most Tech teams. Mercer has undertaken analysis of the Gender Pay Gap in the UK high-technology sector, covering 66,000 employees across 153 companies. The findings reveal that men in high-tech companies earn 25% more than women, so the gap in BHF is very modest.

Since January 2018 - 38% of women applied for roles in Tech and Digital which is evidence we are starting to build a wider pool of women in the sector. Last year this was 36.4%.

We have used an on-line tool to check all our job advertisements use neutral terminology rather than masculine or feminine words to help us attract a more diverse workforce.

A recruitment video for IT was produced which features the stories of women with particular focus on those who have achieved senior tech roles in BHF.

What else 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 increased the maternity provision and we plan to further enhance the offer in the summer of 2019. We have held a series of listening group sessions with women returners with a view to improving their transition back into the workplace.
- Flexible/smarter working programmes – we have updated the Flexible Working policy to encourage flexible working patterns and the investment in our systems enables people to work remotely more easily. One new addition to the policy is the option for term time only options to further encourage women returners.
- Glassdoor and Indeed profiles – we post engaging content and respond to posts on these sites as research indicates women are more likely to investigate organisations prior to joining. Our increased score of 4.1% on Glassdoor will further aid that engagement.
- Graduate programme – we have increased the number of graduate placements that we offer with a greater variety of options throughout BHF. Many of the graduates have been female so this is a great route into management.
- 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.
- 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 ensure all senior leadership roles have gender balanced panels.
- Equality & Diversity – we have a new strategy paper and we have established new groups to help provide focus and support for underrepresented groups. Training on unconscious bias has been taking place.
- 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. BHF became a signatory and we are committed to working with these organisations to further promote women in Tech.
- Attracting women into tech roles – The Director of IT & Business Change and Head of Business IT are both female and are keen to go to universities and secondary schools to promote women going into tech roles.
- Analysing female labour flows – looking at the data on females within the organisation – when women are promoted and what are their leaving reasons.
- Working with Inclusive Boards – this is to encourage greater diversity amongst our Trustees.

We confirm the data reported is accurate.



Kerry Smith, *Director of People and OD*



Simon Gillespie, *Chief Executive*

Heart transplants. Clot busting drugs. Pacemakers. Breakthroughs born from visionary medical research. Research you fund with your donations.

Heart and circulatory diseases kill 1 in 4 people in the UK. They cause heartbreak on every street. But if research can invent machines to restart hearts, fix arteries in newborn babies, build tiny devices to correct heartbeats, and give someone a heart they weren't born with – imagine what's next.

We fund research into all heart and circulatory diseases and their risk factors. Heart attacks, heart failure, stroke, vascular dementia, diabetes and many more. All connected, all under our microscope. Our research is the promise of future prevention, cures and treatments.

The promise to protect the people we love. Our children. Our parents. Our brothers. Our sisters. Our grandparents. Our closest friends. You and the British Heart Foundation.

Together, we will beat heartbreak forever.

Beat heartbreak forever

Beat heartbreak from  heart diseases  stroke  vascular dementia  diabetes