

Gender Pay Gap Report 2023



Trivallis.

Introducing our Gender Pay Gap Report for 2023

We're glad to share that we've made good progress in closing the gender pay gap at Trivallis. Although there's still work to be done, we've seen positive changes in key areas, leading to our average pay gap decreasing from 9% to 4.29%.

We're committed to further reducing this gap, and we're actively working on it alongside the rollout of our Equality, Diversity, and Inclusion action plan. By taking targeted actions across different parts of our organisation, we aim to address the root causes of gender pay disparities at all levels, while looking at them with an intersectional lens.

At Trivallis, we are committed to ensuring that our staff and service users are treated fairly. We believe in giving fair access to all and to ensure no group or individual is treated less favourably.

We are committed to embracing and valuing diversity, inclusion and equal opportunities.

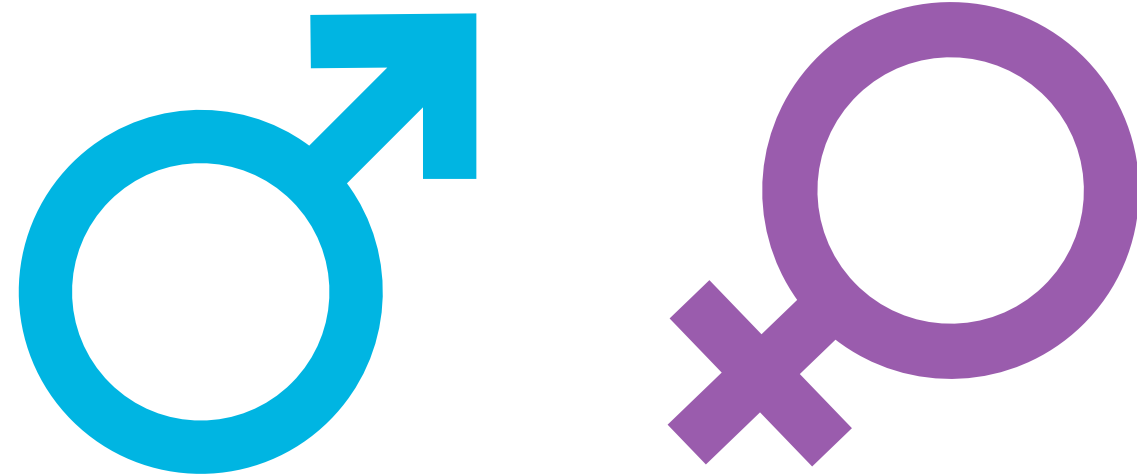
Gender pay gap reporting is calculated on an annual basis and shows the percentage difference between the hourly earnings of men and women. This is different to Equal Pay which considers the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value.

The calculations are based on the situation as at the 05 April (the 'snapshot date') each year and can be published by 04 April the following year.

This is the seventh year Trivallis has reported the gender pay gap and the calculations have been undertaken using the Civica HR/Payroll system.

Work place profile

The overall proportion of men and women employed by Trivallis since 05 April 2022 has remained the same, with 43% of employees being women and 57% being men. The headcount in April 2023 has seen a slight increase but overall remains stable with 402 employees (the headcount in 2022 was 384).

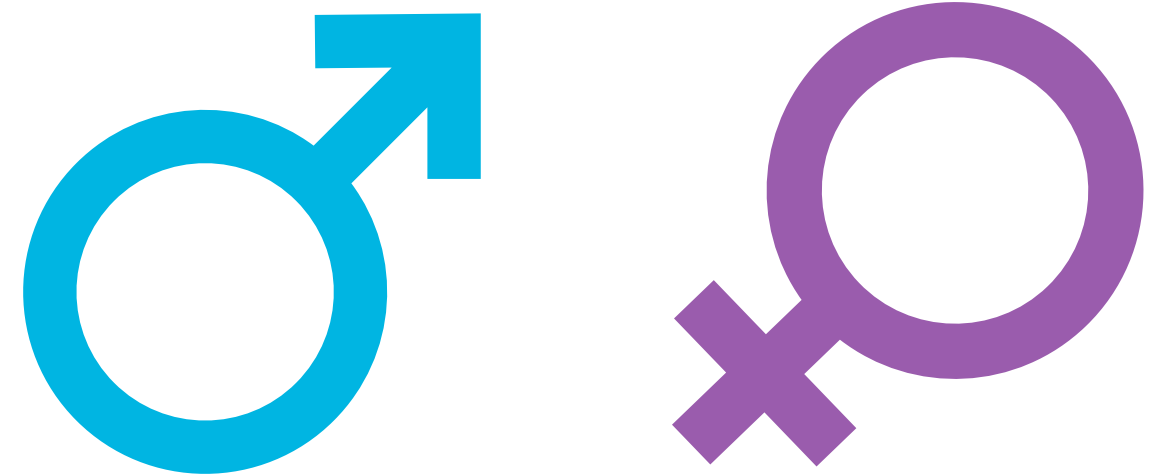


57% men

43% women

Gender split of the whole workforce

Trivallis' Senior Leadership Team is relatively equally represented with five men and four women. The Senior Leadership Team now consists of a Chief Executive, two Executive Directors and six Corporate Directors.



5 men

4 women

Senior Leadership Team

HERE.

Trivallis



According to the Office for National Statistics, the published gender pay gap for the UK in 2023 was 7.7%, compared to 8.3% in 2022.

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Our gender pay gap summary

The gender pay gap is the difference between the average female and male hourly rates of pay. This is calculated in two ways - mean and median.

Pay gap

Mean (average)

4.29%

Mid point (median)

5.16%

This reveals that on average, women are paid less than men.

Mean – calculated by adding all hourly rates and dividing the total by the number of employees. Final figure can be skewed by a handful of highly paid individuals.

Median – This figure falls in the middle of a range and is calculated when all salaries are lined up from the smallest to the largest. It shows the difference in the midpoints in the hourly pay for men and women and is not affected by 'outliers' i.e. the few individuals at the top or bottom of the range. It is the best method to use to compare with other organisations.

Whilst the mean (average) pay gap continues to be in favour of men it has reduced to 4.29% compared to the previous year at 9%. This means that for every £1.00 a female employee receives; the male receives £1.04. This is lower than 2022, where male employees received £1.09 for every £1.00 earned by a female employee.

The median gender pay gap for 05 April 2023 is 5.16% (a decrease compared to previous year at 6.2%) This means that for every £1.00 a female employee receives; the male receives £1.05. The median hourly rate of pay for men was £16.46 compared to £15.61 for women.

Proportion of men and women in each pay quartile

For gender pay gap reporting, we are required to split our employees into four equal groups based on their hourly rate of pay. Each grouping is called a quartile.

 **Gender pay gap in favour of men**

4.04%



Upper quartile



-2.52%



Upper mid quartile



-0.03%



Lower mid quartile



Lower quartile

 **Gender pay gap in favour of women**

When analysing the gender pay gap in each quartile, it is only the lower mid quartile where we have an equal ratio of men to women, in all other quartiles we have more men than women.

In terms of the gender pay gap, the biggest imbalance is seen in the upper quartile. The median pay gap is in favour of women in the upper quartile of -2.52%, which means that for every £1.00 earned by women, male counterparts earn £0.97.

This is slightly more than the previous year whereby men earned £0.99. Additionally, the upper mid quartile gender pay gap is also slightly in favour of women at -0.03%.

However, this means that for every £1 earned by women, men earn the same. The lower mid quartile shows a median pay gap in favour of men at 4.04%, this means that for every £1 earned by women, men earn £1.04. At the lower quartile, we do not have a gender pay gap.

Gender pay gap comparison for each quartile 2021

- 2023

	2021	2022	2023	Explanation
Upper quartile	5.14%	-0.71%	-2.52%	There has been a consistent decrease in the gender pay gap over the past three years. This suggests that there have been successful efforts to increase the pay for women in more senior roles. The shift from a 5.14% gap in 2021 to a -2.52% gap in 2023 indicates a significant improvement in pay equality.
Upper mid quartile	-0.12%	3.99%	-0.03%	The figures here show a slight increase in the gender pay gap in 2022, followed by a decrease in 2023 to almost the same level as 2021. This could suggest that while there was a temporary increase in the pay gap, efforts have been made to address this and bring the gap back down. The roles in this quartile are quite varied, which could potentially explain the fluctuations.
Lower mid quartile	4.76%	0%	4.04%	The gender pay gap in this quartile has fluctuated, and while the proportion of males to females has remained the same as the previous year, men are being paid slightly more on average than their female counterparts.
Lower quartile	0.97%	-11.95%	0%	The gender pay gap in this quartile fluctuates yearly, with no current gender imbalance in earnings, the mean rate of pay is very slightly more favourable towards women.

Changes in median pay for men and women April 2022 - 2023

In April 2023, the median pay for men has increased by £1.22 compared with April 2022 and has increased for women by £1.31 for the same period.

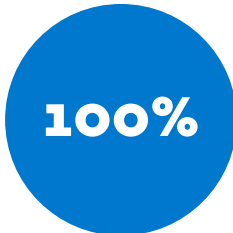


The only bonus payment awarded in Trivallis is to gas servicing engineers. This is a legacy agreement from when the staff were transferred from Connaught to Homeforce in October 2010.

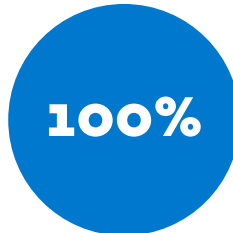
Bonus gender pay gap

Pay gap

Mean (average)

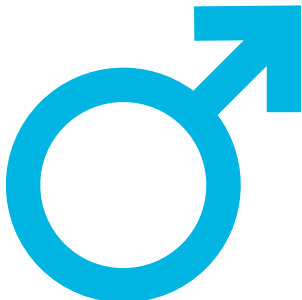


Mid point (median)

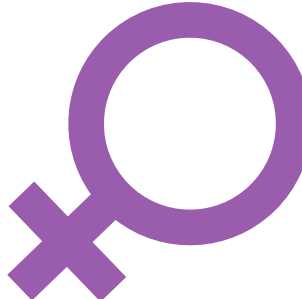


This reveals that only men receive a bonus.

Proportion of men and women receiving bonus payments



4.2%
Men



0%
Women

The bonus payment is paid monthly where an employee completes more than seven gas services in a day. The reason that the bonus gender pay gap is 100% is because all our gas servicing engineers are male,

Trivallis does not currently have any female gas service engineers. The percentage of men who received this bonus increased from 3.6% in 2022 to 4.2% in 2023.

Next steps

To address our gender pay gap, we are going to look to carry out a number of steps.

The issues of under representation are not exclusive to Trivallis as they reflect wider norms in the industry and society. However steps could be taken to increase gender representation where appropriate, including use of positive action during recruitment, use of targeted apprenticeships and look to identify if there are any barriers in place for under represented groups.

Through the Equality, Diversity and Inclusion action plan, we will also be looking to broaden our equality monitoring of the number of male and female applications by staff group, by staff applying for and getting job promotions, and by leavers and reason for them leaving.

Looking forward

Having obtained a median gender pay gap of 5.16% we will continue to monitor this on a continual basis and remain committed to ensuring our staff and service users are treated fairly.

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'K.M. Jones', with a horizontal line underneath.

Kate Jones

Director of People and Innovation

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in blue ink, appearing to read 'N.S. Beckett', with a horizontal line underneath.

Nick Beckett

Chair of the Board



Trivallis.

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