



Gender Pay Gap Report 2024

Trivallis.

Introducing our Gender Pay Gap Report for 2024

As of 05 April 2024, our gender pay gap analysis reveals that, on average, men earn 7.39% more than women. This equates to male colleagues receiving £1.07 for every £1.00 earned by female colleagues. Notably, this represents an increase from the 2023 gap of 4.29%, where men earned £1.04 for every £1.00 earned by women. The rise in the gap underscores the need for continued focus on pay equity and initiatives to promote gender balance in our workplace.

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.

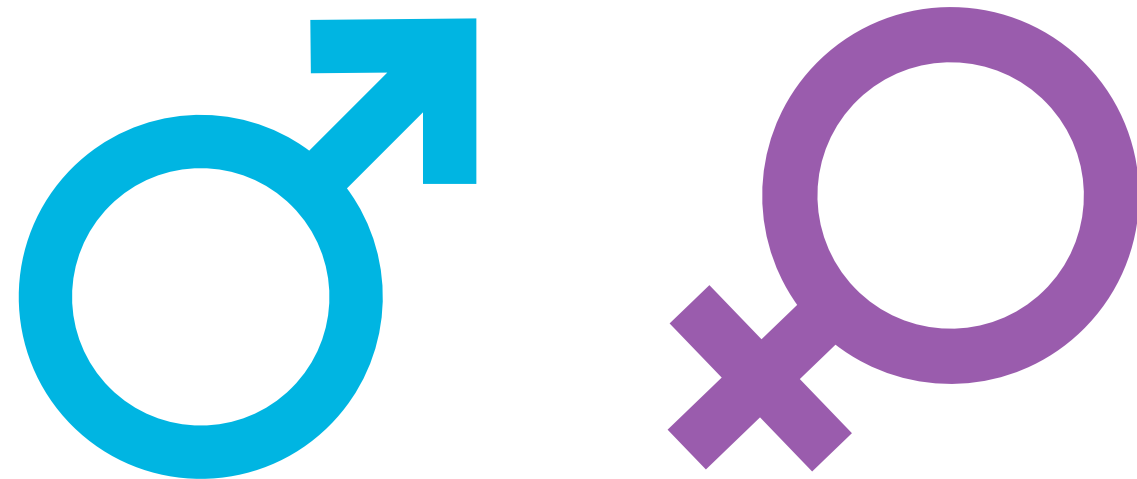
Gender pay gap reporting is calculated on an annual basis and shows the percentage difference between the hourly earnings of men and women. This is different to Equal Pay which considers the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value.

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

Work place profile

Since 05 April 2023, the overall gender-based employment ratio at Trivallis has slightly risen, with women accounting for 44% of the workforce and men making up the remaining 56% of the workforce. This represents an increase of 1% change from last year. The headcount in April 2024 has seen a slight increase but overall remains stable with 432 colleagues (the headcount in 2023 was 402).

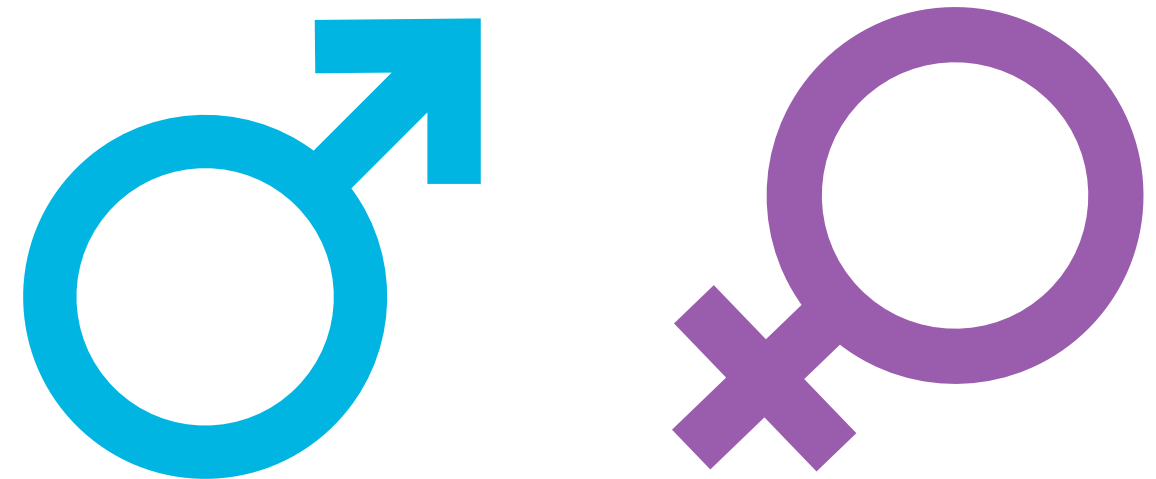


56% men

44% women

Gender split of the whole workforce

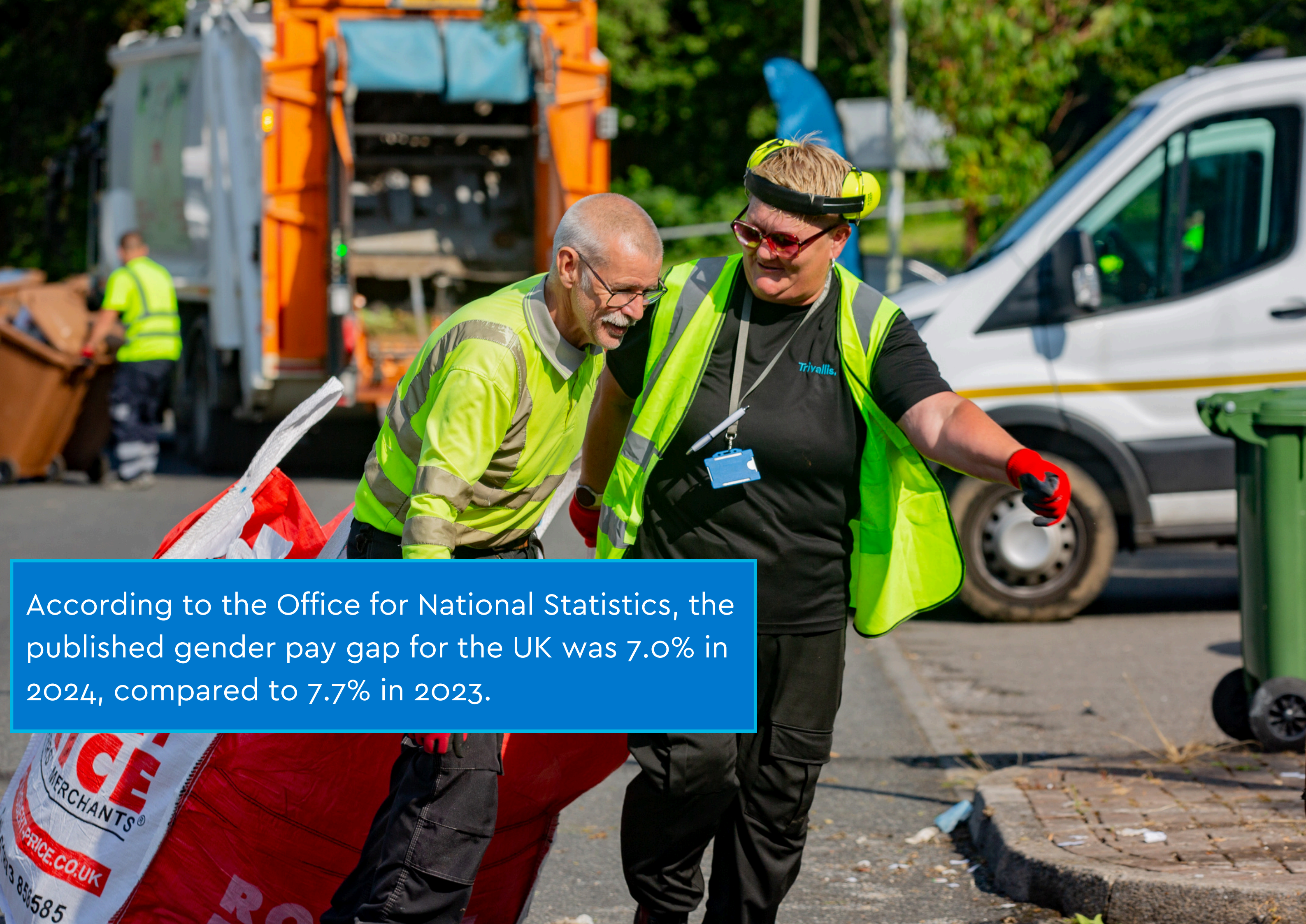
Trivallis' Senior Leadership Team is relatively equally represented with five men and four women. The Senior Leadership Team currently consists of a Chief Executive, three Executive Directors and five Corporate Directors.



5 men

4 women

Senior Leadership Team



According to the Office for National Statistics, the published gender pay gap for the UK was 7.0% in 2024, compared to 7.7% in 2023.

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)

7.39%

Mid point (median)

8.94%

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.

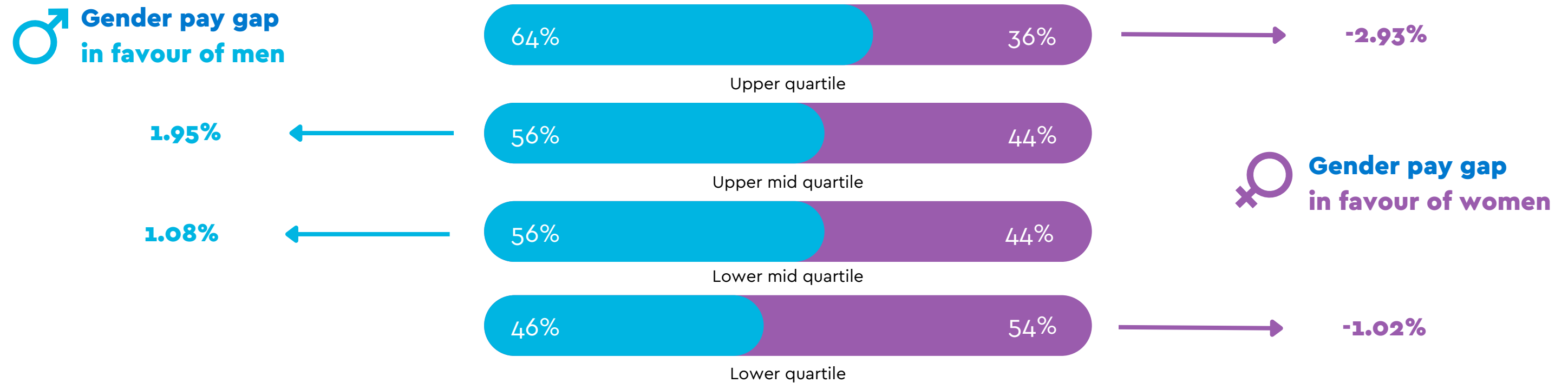
Median – This figure falls in the middle of a range and is calculated when all salaries are lined up from the smallest to the largest. It shows the difference in the midpoints in the hourly pay for men and women and is not affected by 'outliers' i.e. the few individuals at the top or bottom of the range.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

The results show that on average (mean) men are paid 7.39% more than women. This means that for every £1.00 female colleagues receives, male colleagues receive £1.07. This gap is higher than 2023, when the gap was 4.29% which meant that male colleagues received £1.04 for every £1.00 earned by female colleagues.

The median gender pay gap for 05 April 2024 is 8.94%, which represents an increase compared to the previous year which was 5.16%. This means that for every £1.00 a female colleague receives; male colleagues receive £1.09. The median hourly rate of pay for men was calculated as £18.00 compared to £16.39 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.



The proportion of women and men in each of the quartiles is marginal, the biggest imbalance is seen in the upper quartile.

The proportion of male employees is 69 (64%), and the proportion of female colleagues is 38 (36%). However, the median pay gap is slightly in favour of women in the upper quartile of -7.11%, which means that for every £1.00 earned by women, male counterparts earn £0.93. This is slightly less than the previous year when the data showed that men earned £0.97.

At Trivallis, our trade/maintenance roles are currently largely filled by male employees; these roles have the opportunity to supplement their basic income with payments for undertaking standby/on call and eligibility for multi skilled payments.

This has had an impact on the male representation in the higher quartiles and the gender pay gap.

Gender pay gap comparison for each quartile 2022

- 2024

	2022	2023	2024	Explanation
Upper quartile	-0.71%	-2.52%	-2.93%	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 -0.71% gap in 2022 to a -2.93% gap in 2024 indicates a significant improvement in pay equality.
Upper mid quartile	3.99%	-0.03%	1.95%	The figures show that between 2022 and 2023, there was a notable improvement in the upper mid quartile, nearly bridging the gap. However, in 2024, there was an adverse change, suggesting that the pay disparity has somewhat increased.
Lower mid quartile	0%	4.04%	1.08%	In 2022, there was no gap in the lower mid quartile; however, in 2023, there was a negative shift, suggesting that the pay gap had grown. A positive change occurred in 2024, indicating that pay equality has improved.
Lower quartile	-11.95%	0%	-1.02%	The lower quartile saw a significant positive shift from 2022 to 2023, closing the gap completely. However, the disparity increased in 2024, possibly as a result of the rise in the proportion of female employees, which increased from 47% in 2023 to 54% in 2024.

Changes in median pay for men and women April 2023 - 2024

In April 2024, the median pay for men has increased by £1.54 compared with April 2023 and has increased for women by 0.78p for the same period.

A man in a black jacket stands next to a van. The van has 'Providing Homes' written on the side in pink and white, and 'Cartrefi' in white. A large number '7' is visible on the right side of the van. The man is smiling and looking towards the camera.

Providing
Homes

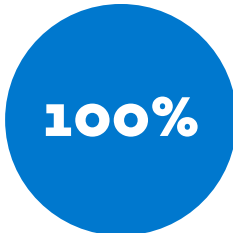
The only bonus payment awarded in Trivallis is to gas servicing engineers. This is a legacy agreement from when the staff were transferred from Connaught to Homeforce in October 2010.

Cartrefi

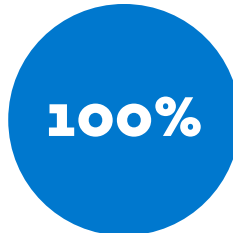
Bonus gender pay gap

Pay gap

Mean (average)

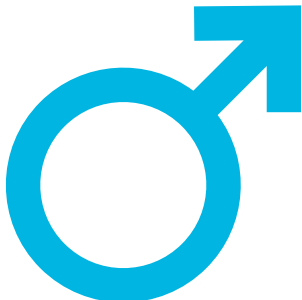


Mid point (median)

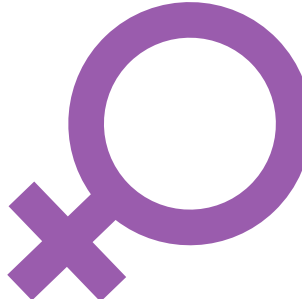


This reveals that only men receive a bonus.

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 decreased from 4.2% in 2023 to 3.3% in 2024.

Next steps

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

We are planning to launch a job evaluation scheme, that will support the creation of a framework to determine the value/worth of a role compared to other roles in the organisation, that could be deemed to be equal work for which we offer equal pay.

We are planning to review our approach to flexible working and consider ways to attract a more diverse gender split across all teams. We believe offering more flexible working arrangements and part-time roles will attract a more diverse talent pool.

In order to assess any barriers to gender equality or representation, we will develop our analysis of recruitment data such as number of male and female applications, measured against the number of male/female successful applications and number of male and female leavers and reasons for leaving.

Looking forward

Having obtained a median gender pay gap of 8.94% 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.



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.



Nick Beckett

Chair of the Board

The background features a large purple circle on the left and a large red circle on the right. These two circles overlap in the center, creating a dark purple/maroon area. In the upper right quadrant, there is a smaller cyan circle that overlaps with the purple circle.

Trivallis.

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