**HTG UK Gender Pay Gap Statement**

Health Transportation Group UK (HTG-UK) is committed to ensuring our staff members can carry out their duties in a supportive, flexible and equitable environment, which is free from unconscious bias and discrimination.

This environment fosters a supportive and considerate culture which enables us to be understanding and attuned to colleagues’ mental and physical wellbeing, their work-life balance as well as ensuring equal reward, regardless of individual differences.

We believe our approach also ensures we retain a motivated, passionate, and committed workforce who are able to flourish in their roles and fulfil their career aspirations at HTG-UK.

**Gender Pay Gap**

Men and women are paid equally for carrying out equivalent jobs at HTG-UK.

This assurance comes from having a robust process in place to review and benchmark pay across the organisation as well as across the patient transport sector. These reviews take place annually and are applied across all contract areas.

*In line with the* Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 *the data contained in this document is a snapshot of 4 April 2023.*

|  |  |  |
| --- | --- | --- |
|  | **Female** | **Male** |
| Hourly Pay Qtr 1 | 46.7% | 53.3% |
| Hourly Pay Qtr 2 | 55.2% | 44.8% |
| Hourly Pay Qtr 3 | 46.7% | 53.3% |
| Hourly Pay Qtr 4 | 44.2% | 55.8% |
|  |  |  |
| Percentage of men and women receiving bonus pay | 1.9% | 3.9% |
| Mean (average) gender pay gap using bonus pay | 62.9% | |
| Median pay gap using bonus pay | 57% | |

Gender pay gap analysis shows that HTG-UK has a higher proportion of men than women in higher-paid senior-level roles. Whilst we are consciously working towards re-addressing the imbalance, this created a gap in the overall average amount paid to men and women across the whole organisation.

Actions to help close the gap

* We facilitate and encourage career development for both males and females and seniority levels of the organisation through in-house, external, and personal training and development.
* We support and normalise requests for flexible working and have a good mix of full-time and part-time colleagues.
* We reward staff fairly within an incremental pay system that provides equitable progression with policies in place that support gender equality (e.g., flexible working and family friendly policies).
* Our recruitment and selection procedure aims to ensure that the most suitable candidate is chosen for the job, and that all applicants receive fair and equitable treatment during the recruitment and selection process.
* We also adopt a value-based approach to candidate selection: we’re interested in finding the right people for our organisation, not simply those who have care sector experience and established skills.
* Interviews are structured with standardised questions asked of all candidates, and answers are graded based on the criteria.
* We continuously review our recruitment and employment policies to ensure they are fair, transparent, and non-discriminatory.

The HTG-UK Executive Team places priority on ensuring the senior management positions are reflective of the overall demographic of the organisation and I believe this gap will lessen as we move forward.



Derek Laird

**Chief Executive, Health Transportation Group UK.**