



## Gender Pay as of 5 April 2024

### Introduction

Hoople Group is a public sector-owned company that provides support services to the public sector as well as commercial customers and is required to report on its gender pay gap and gender bonus gap.

The gender pay gap is an equality measure to show the difference in earnings between women and men.

The Office for National Statistics reports that for all employees in the UK, the gender pay gap in April 2024 was 13.1%.

The gender pay gap does not show the difference in pay for comparable jobs; unequal pay has been illegal since the introduction of the Equal Pay Act, 1970.

Hoople operates a formal job evaluation scheme that ensures pay and grading of jobs is fair and non-discriminatory.

Hoople is a unique organisation providing a range of support services to its shareholders and other customers, and its pay structure covers a range of diverse services. Pay grades vary according to the level of responsibility and each grade is made up of several incremental points. Discretionary increments are awarded on an annual basis as determined by EMT until the employee reaches the top of the grade.

In line with the Government requirements, Hoople must calculate and report the following six calculations:

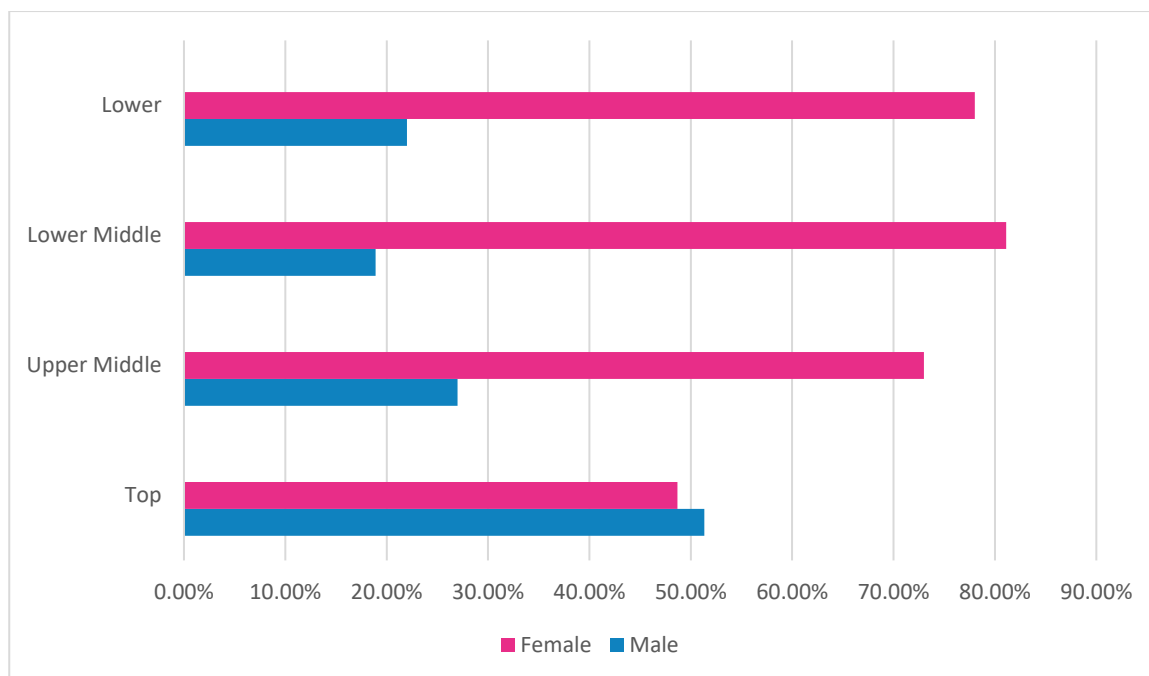
1. Percentage of men and women in each hourly pay quartile
2. Mean (average) gender pay gap using hourly pay
3. Median gender pay gap using hourly pay
4. Percentage of men and women receiving bonus pay
5. Mean (average) gender pay gap using bonus pay
6. Median gender pay gap using bonus pay

## Workforce demographic

As at 5 April 2024, Hoople had 597 relevant employees as per the definition of the statutory gender pay gap guidance to report; of which 178 were men and 419 were women. The hourly rate for full pay is included in the calculations, meaning that only those employees receiving their full or ordinary pay for the period are included in the calculations.

## Employees per quartile

The 597 employee data was sorted from highest to lowest by hourly pay and split into quartiles. When the data was organised it was determined that per quartile the percentage of men and women in each quarter was as shown in the graph below:



## The Mean Gender Pay Gap (hourly rate)



£17.57



£14.60

The mean gender pay gap equates to 16.88%. This means for that for every £1 a male employee earns, a female earns 83p.

## The Median Gender Pay Gap (hourly rate)

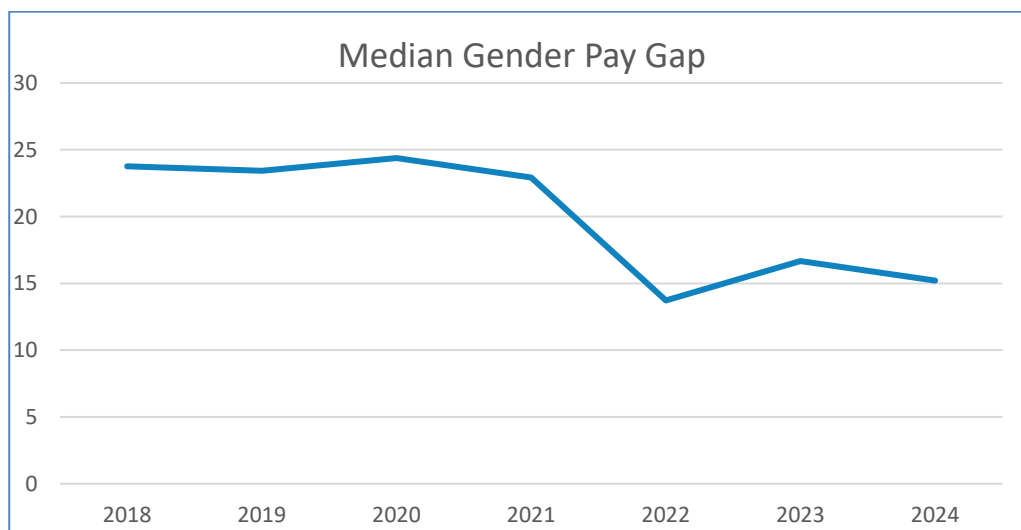


The median gender pay gap equates to 15.21%. This means that for every £1 a male employee earns, a female employee earns 84p.

The Government asks employers to calculate both the mean and the median pay gap. However, it is the median figure that tends to be reported and used for comparisons as this doesn't get distorted by very high or low numbers.

The median pay gap has reduced from the 2023 figure of 16.67%. Although a small reduction and reflective of what has been reported nationally against all sectors, this is heading in the right direction.

The graph below shows how the median gender pay gap has fluctuated since Hoople started reporting gender pay gap.



## Gender Bonus Pay Gap

Hoople have a company bonus as part of the terms and conditions of employment. All eligible employees are awarded the company bonus on an annual basis. The value of the bonus is £250 minimum subject to Board approval. The definition of a bonus for Gender Pay Gap reporting includes payments such as one-off additional payments awarded for specific contributions as well as welcome payments.

For reporting, Government guidance states that the Gender Bonus Pay Gap is reported on a period over 12 months, so for this year's calculation the period used is April 2023 to March 2024 and the figures capture the payments made to employees during this period.

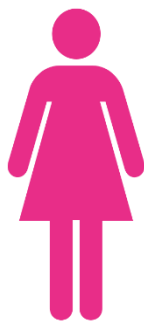
During this period, 152 male employees received a relevant bonus payment and 317 female employees received a relevant bonus payment.

The Gender Bonus Pay Gap does not refer to an hourly rate, but rather to the total payments made over a given period. Since various factors are considered when calculating bonus payments, the proportional value of these payments can be influenced by a combination of elements that affect whether and how these bonuses are awarded.

## The Mean Gender Bonus Pay Gap



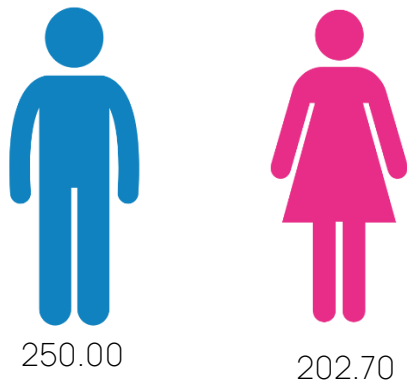
35,648.37



81,473.79

The Mean Gender Bonus Pay Gap equates to -9.59%

# The Median Gender Bonus Pay Gap



The Median Gender Bonus Pay Gap equates to 18.92%

## How Hoople Compare

In England and Wales there is an overall median pay gap of 14.3% as reported by the Office for National Statistics. This figure is across all industry sectors and includes full and part-time workers. This shows that women, on average earn around 86p for every £1 earned by a man. The following comparisons help to put Hoople’s data into further context by looking at the pay data published by partner and neighbouring organisations for 2023 :-

Organisation	Median Pay Gap – ie Women’s hourly pay is :
Herefordshire Council	5.5% lower (April 2024)
Worcestershire County Council	8.9 % lower
Shropshire Council	13.7% lower
Wye Valley NHS Trust	25.4 % lower
Geographical comparisons West Midlands, all sectors	15.4% lower
Industry comparison UK Public Sector	14.3% lower

## Organisational Context

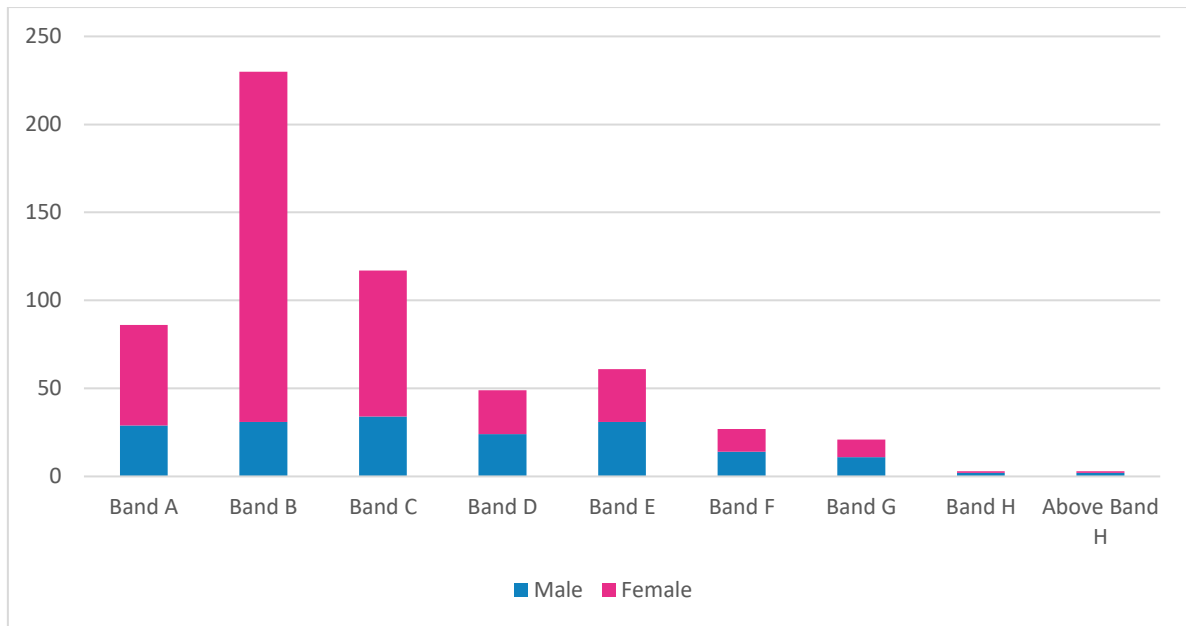
The data indicates that Hoople's workforce consists of more females than males across all quartiles, except for the top quartile. We are confident that our median Gender Pay Gap is not due to paying male and female employees differently for the same or equivalent work. Instead, it reflects the roles that men and women tend to occupy and the salaries those roles command. Our gender pay gap is a result of broader societal factors. Research suggests that caregiving responsibilities and part-time roles continue to be unequally distributed, with women more likely to take on part-time work.

Hoople offers various family-friendly policies that support part-time work across all positions, enabling both men and women to strike a balance between their professional, personal, family, and caregiving responsibilities.

Flexible and agile working arrangements are crucial in addressing the gender pay gap. Hoople provides a variety of benefits to help employees balance their work and home life, including hybrid working, flexible hours, home working, career breaks, carer's leave, adoption leave, a flexible working hours scheme, job sharing, parental and shared parental leave, maternity and paternity leave, part-time roles, and term-time only positions.

While these options are available to both male and female employees, more women than men take advantage of them. As of April 2024, 87% of employees working less than 37 hours per week are female. It's important to note that Hoople continues to deliver a diverse range of services with a high concentration of part-time roles in the lower earnings quartiles. This means the opportunity to close the gender pay gap is limited by the number of women currently occupying—and being attracted to—these positions

This is reflective in the gender distribution across Hoople pay grades demonstrated in the table below:



## Actions to address Hoople's Gender Pay Gap

Hoople is committed to preventing discrimination in any form. Our Board Members and employees work diligently to ensure that everyone in the communities we serve has access to and benefits from the full range of services, regardless of their circumstances or backgrounds. We are dedicated to respecting the diverse nature of those who live, work, and visit the County.

We highly value our workforce and place equity, inclusion, and wellbeing at the core of everything we do. We actively promote diversity, challenge both conscious and unconscious biases in our decision-making processes, and strive to ensure that all groups are fairly represented across the company.

Hoople is dedicated to creating a healthy and supportive work environment, where employees have opportunities for both personal and professional development and where excellence is recognised and celebrated.

We prioritise the wellbeing of our employees, promoting a strong work-life balance. In addition to encouraging flexible working arrangements, we offer all employees 31 days of annual leave after five years of service, with the option to purchase up to three additional days.

Hoople also offers a robust mandatory e-learning program for employees and managers, which includes equality training. Furthermore, we ensure that all requests and policies related to flexible working are managed fairly and without bias.

The below actions have been identified to help address Hoople's gender pay gap :-

Action
Please note that there is a gender pay gap action plan which also tracks actions achieved to date.
1) Include flexible working awareness sessions in health and wellbeing events to address gender barriers associated with flexible working to help reduce the pay gap
2) Utilise data from various listening tools to inform key stakeholders of barriers employees face, and how these may contribute towards pay gaps based on gender
3) Report the gender of candidates shortlisted following a job application. Data to also include a breakdown down by full-time and part-time requests
4) Promote career development programmes to frontline employees to increase the appointment of diverse and representative middle/senior management roles.
5) Launch a recruitment de-bias toolkit to ensure a fair and inclusive recruitment process.



6) Review and update the Equality, Diversity and Inclusion (ED&I) training to reflect the recent WPA legislative changes and upcoming relevant Employment Rights Bill changes.
7) Work with managers to understand what additional guidance would help them to support their employees in seeking and securing flexible working arrangements including introducing employee experience advocates to promote a 'fair and just' culture.
8) Review and report grievances relating to flexible working requests, broken down by gender, with appropriate review and action taken.
9) Work with local colleges/schools and careers events to promote women in STEM careers. Increasing the number of women who are shortlisted for roles, increases the chance of appointing a women into posts where women are underrepresented. Attracting more women to apply for these roles is the first step to increasing the number of women shortlisted.
10) Offer formal mentoring and networking opportunities for women to improve career opportunities and raise gender confidence

## Summary

There has been an improvement in all of the reportable gender pay gap data from April 2023 to April 2024.

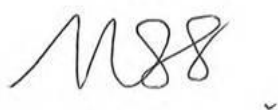
The mean gender pay gap has decreased from 18.91% to 16.88%; an improvement of 2.03%.

The median gender pay gap has decreased from 16.67% to 15.21%; an improvement of 1.46%.

The median gender bonus pay gap has also improved reducing from 21.3% to 18.92% which is an improvement of 2.38%.

Whilst the overall changes are small, the positive impact of continued flexibility of working arrangements and location combined with a proactive approach to mental health and wellbeing should not be underestimated in terms of workforce profile and retention.

I confirm that the data reported is accurate.



Chair, Hoople Board

March, 2025