



A partnership between:



Gender Pay Gap Report

April 2018



Introduction

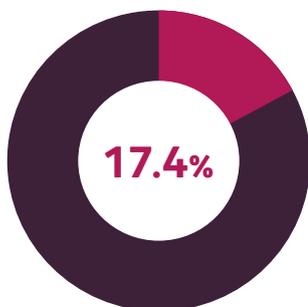
We are passionate about ensuring that everyone, regardless of their background, race, ethnicity or gender has equality.

We have reported on our gender pay gap for legal entities within the Torus Group, which employ more than 250 people.

As at the snapshot date of 5th April 2018, Helena Partnerships had 440 employees, GGHT had 292 employees, Torus had 476 employees. To ensure a consistent approach, those on joint contracts have been included into the data of both entities that they have a contract for.

As shown within this report, our mean gender pay gaps are significantly lower than the average from National Statistics (ASHE 2017), which was 17.4%.

Since the formation of Torus Group on 1st April 2015, we have undertaken a change management programme, to ensure not only that we have a structure fit for the future but also that terms and conditions are aligned. We are in a continuing period of transition and throughout this maintain our ethos of ensuring that we treat everyone fairly and support them in achieving their potential.



Average mean gender pay gap from National Statistics (ASHE 2017)

Our Data

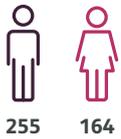
Hourly rates of pay

The mean gender pay gap is the difference between the average hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the middle value of the hourly rates of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Negative gender pay gaps indicate the extent to which women earn, on average more per hour than men.

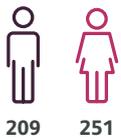
*Pay data is from the April 2018 payroll. Full pay relevant employees. Those who are not on reduced pay due to leave i.e. sickness or maternity.



Gap %	Gap £	
Mean gender pay gap	1.4%	Mean difference £0.22
Median gender pay gap	0.4%	Median difference £0.06



Gap %	Gap £	
Mean gender pay gap	-0.6%	Mean difference £0.09
Median gender pay gap	-6.8%	Median difference £0.90



Gap %	Gap £	
Mean gender pay gap	13.9%	Mean difference £2.44
Median gender pay gap	10.8%	Median difference £1.69



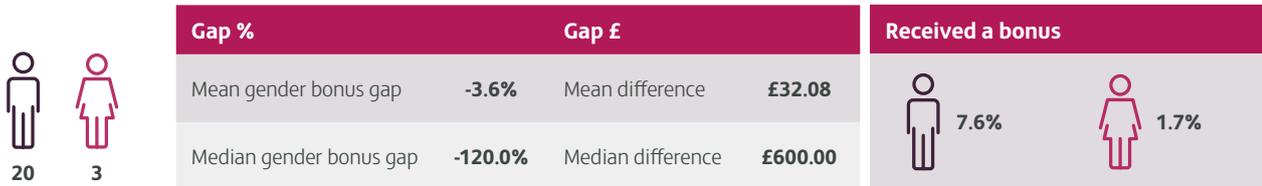
Bonus

The mean gender bonus gap is the difference between the average bonus paid to male employees and that paid to female employees.

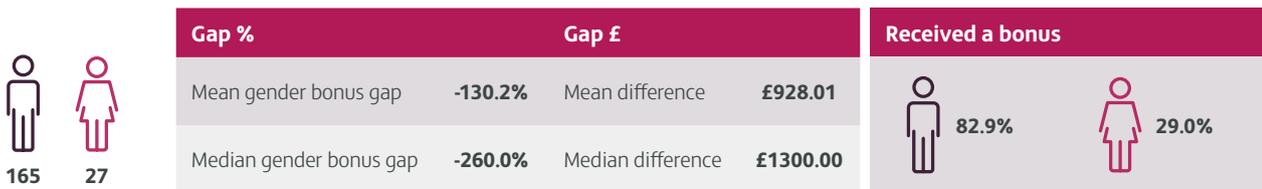
The median gender bonus gap is the difference between the middle value of bonus paid to male employees and that paid to female employees.

Negative gender bonus gaps indicate the extent to which women earn, on average more bonus than men.

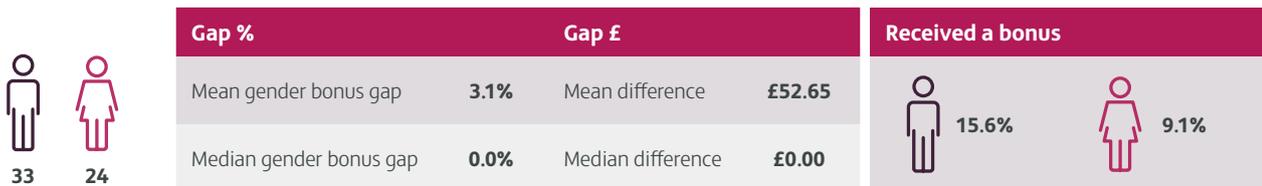
*Bonus data is based on bonus payments for 12 months previous to 5th April 2018.



- Bonuses paid were sales incentives and performance related payments. The payments are made based on the sales/performance of the eligible employees.
- Incentives have also been offered to relevant employees, as compensation for the ending/changing of specific Terms and Conditions.



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Pay Quartiles

Below is the gender distribution across four equally sized quartiles.

Band A Lowest		Band B		Band C		Band D Highest	
 49 47.1%	 55 52.9%	 77 73.3%	 28 26.7%	 60 57.1%	 45 42.9%	 69 65.7%	 36 34.3%



The distribution of females within the lower 2 quartiles compared with the higher 2 quartiles is fairly even and so is the distribution of males across the quartiles.

Band A Lowest		Band B		Band C		Band D Highest	
 41 58.6%	 29 41.4%	 66 93.0%	 5 7.0%	 40 56.3%	 31 43.7%	 47 66.2%	 24 33.8%



There is a higher proportion of females within Bands C and D, while there is a higher proportion of males within Bands A and B.

Band A Lowest		Band B		Band C		Band D Highest	
 43 37.4%	 72 62.6%	 42 36.5%	 73 63.5%	 51 44.3%	 64 55.7%	 73 63.5%	 42 36.5%



There is a higher proportion of females within Bands A and B, while there is a higher proportion of males in Band C and D.

Overall

The challenge across Torus Group and across the UK is to eliminate any gender pay gap. Producing this gender pay gap report aids the monitoring and we are committed to ensuring the gender pay and gender bonus gaps are closed further. We know that our approach to pay and bonus is gender neutral in design and roles are being benchmarked during both restructure programmes and when new vacancies arise.

We positively embed equality and diversity, with the aim of ensuring that there is a good balance of males and females working across levels and functions and will continue to be proactive in encouraging everyone, regardless of gender to pursue any role.

I confirm that the data reported is accurate.

Penny Aspden,
Director of Organisational Development

1 December 2018