



TRINITY HOUSE

Trinity House Gender Pay Gap Report

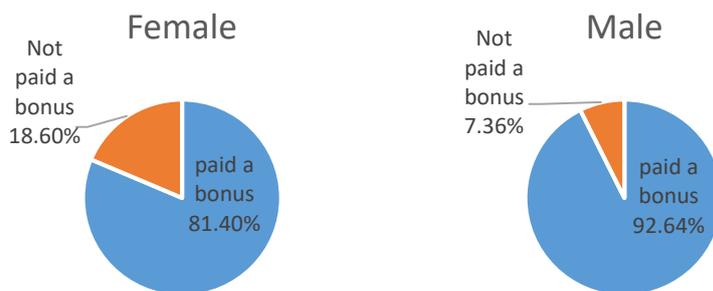
The following data shows the gender pay gap for the year ending 5 April 2020.

Pay & Bonus Gap

Difference between men and women

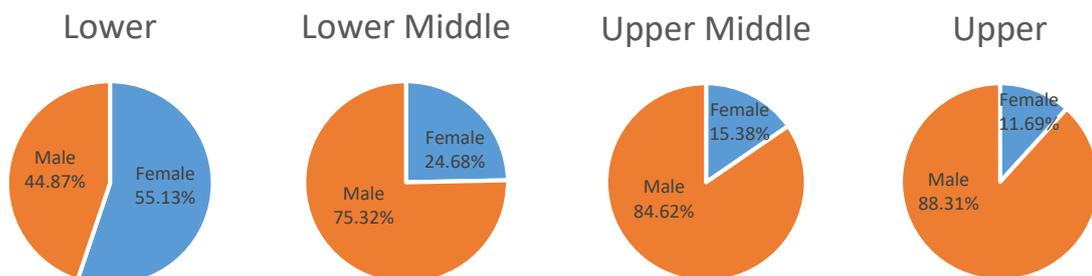
	Mean	Median
Hourly Pay	25.55%	27.18%
Bonus paid	33.47%	26.39%

Bonuses



This shows that 11.24% more men received a bonus than women in 2019/20.

Pay Quartiles



The above charts illustrate the gender distribution at Trinity House across 4 quartiles, each containing either 77 or 78 colleagues.

At 5th April 2020, Trinity House directly employed 317 people, with a full time equivalent (FTE) of 305. The gender split was:

- Male 231 (230 FTE)
- Female 86 (75 FTE)

Why do we have this Gender Pay Gap and what are we doing

These statistics demonstrate that we employ more men than women. As a maritime organisation this is common in our two main employment groups – seafarers and engineers.

Our recruitment policy is and has always been to recruit the right person for the job regardless of gender, race and ethnicity.

We are initiating a talent strategy that will further clarify the recruitment requirements for each role and set out a clear development pathway that focuses on performance and capability regardless of gender, race and ethnicity.

We support all colleagues by developing and promoting an inclusive culture. Most women and men received a bonus and we support requests for ad-hoc flexible working and have a range of family friendly policies to support our employees in balancing their responsibilities.

I confirm the data reported is accurate.

A handwritten signature in black ink, appearing to read 'Ton Damen', with a stylized flourish extending from the end.

Ton Damen

Director of Business services