PHF pay gap report 2022

**Background**

From April 2018, public, private, and voluntary sector organisations with 250 or more employees have been required to report on their gender pay gaps. Although PHF does not employ enough staff to be required to formally report, we have committed to collecting information on our gender and ethnicity pay gaps as part of our DEI action plan. This report covers the results for 2022.

We have asked staff to self-identify their gender and their ethnicity. We are reporting a snapshot, based on the data we held at 31 March 2022.

**Methodology**

In this report we calculate both the mean and the median pay gaps but the median figure is the figure most commonly reported.

* **The mean pay gap** is the difference in percentage terms between the averages in hourly pay rates of all full pay male (or white, in relation to ethnicity data) employees compared to all female (or People of Colour for ethnicity data) full pay employees.
* **The median pay gap** is the percentage difference between the median hourly pay rates of the two sets of groupings (gender; ethnicity).
* **Ethnicity pay gap**There is no national guidance on what methodology to use as yet, but we have chosen to apply the ‘One pay gap’ figure, comparing the average hourly earnings of employees who identify as People of Colour, as a percentage of white employees. This methodology combines all classifications of People of Colour into one, which may mask important differences between specific minoritised groups but ensures we are able to respect confidentiality in a small workforce.

**Gender pay gap**

Our data is based on data held on 31 March 2022\*:

* Gender pay gap in median pay: **7%** (2021: -2.1%)
* Gender pay gap in mean pay: **27%** (2021: 16.7%)

In the past year, we have seen an increase in our gender pay gap. Although we employ more women than men at PHF, we have seen a growth in the proportion of womenin the lower quartile pay brackets.

Having a predominantly female workforce means that even small fluctuations in the numbers of male staff can have a significant impact on our gender pay gap.

\*42 staff submitted data - 33 women (2021: 28 women) and 9 men (2021: 10 men).   
No other gender identities were selected. 7 members of staff did not complete the survey

**Ethnicity pay gap**

Our data is based on data held on 31 March 2022\*:

* Ethnicity pay gap in mean pay: 29% (2021: 29%)
* Ethnicity pay gap in median pay: 15% (2021: 16%)

\*44 staff submitted data, 5 non returns.   
32 staff identified as white (2021: 31); 12 staff identified as People of Colour (2021: 9).   
5 members of staff did not complete the survey.

For this report, we categorise ethnicity as either white or People of Colour, according to the diversity data we hold. The breadth of the People of Colour category can be helpful to preserve confidentiality, but in this context may mask important differences between specific minority ethnic groups.

Despite the very small reduction in median pay, the larger gap in mean pay shows that the highest paid roles at PHF still tend to be held by white employees. We have more People of Colour employed at PHF than in 2021, but the majority are in the lower quartile pay brackets.

**What we are doing to address our pay gap**

We are committed to tackling inequalities and using our resources to drive positive change - analysing our pay gap data is just one step towards this.

We are investing in professional development for our staff and trustees, building on a learning programme and inclusive management training.

We are reviewing and updating our employment policies, to help ensure we are an inclusive employer.

We are trialling new inclusive approaches to recruitment to try to address barriers to access and areas where bias may be unintentionally influencing decisions.

We are also recruiting a new post, the Head of People and Culture, to provide strategic leadership for this area of work.

We will continue to share data on our pay gap annually.

**Share your thoughts**

We welcome feedback on our progress; you can get in touch with us at [dei@phf.org.uk](mailto:dei@phf.org.uk)or complete this [anonymous survey](https://www.surveymonkey.co.uk/r/FCB5565).

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