

GENDER AND ETHNICITY PAY GAP REPORT



We are passionate about creating an inclusive place to work; one where everyone is valued, rewarded fairly, and supported to reach their full potential. This is fundamental to our culture. We know that diversity at the most senior levels has far-reaching benefits; from bringing different perspectives to discussions and decision making, to enhancing business performance and innovation, and providing positive role models for the organisation.

Like many organisations, the Covid-19 pandemic presented challenges both in funding and the way we deliver services to support young people, we had to find new ways to face these challenges from March 2020. Despite this, we have continued to make significant progress on delivering against our diversity and inclusion plans and ensured it remained a priority.

Pay gap and equal pay

Pay gaps are often confused with equal pay, the two are quite different. Pay gap is the difference between the average pay, of say, men compared to the average pay of women within an organisation, across all levels of the business.

Equal pay is the legal requirement for men and women to be paid the same for performing the same work or work of equal value. The same applies to ethnicity and all other protected characteristics.

An organisation might have a pay gap if there is a majority representation of a particular demographic in the most senior positions.

What are pay gaps?

Gender pay gap:

UK organisations with 250 or more employees must publish their gender pay gap data year on year. The gender pay gap is the percentage difference between the average hourly earnings of men and women.

The regulations require that we split our relevant paid colleagues into four equal quartiles and show the gender distribution for each quartile.

The ethnicity pay gap:

Similar to the gender pay gap the ethnicity pay gap is the difference in average hourly pay received by individuals who have declared themselves ethnically diverse (Black, Asian, Mixed and Other) to those who have declared themselves as White. We are choosing to report our ethnicity pay gap for the first time. Unlike the gender pay gap reporting our ethnicity pay gap is not a mandatory reporting requirement.

We have calculated our ethnicity pay gap using the same rules that are in place for the gender pay gap.

Our pay gap figures are calculated based on the snapshot date of 5 April 2020.

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Prince's Trust

Gender Pay Gap

The total number of colleagues at The Trust:

1035

Total number of colleagues who identify as male or female:

1033

Total number of women employed:

697
WOMEN
(67.47%)

Total number of men employed:

336
MEN
(32.53%)

The mean gender pay gap is:

4.78%

The median gender pay gap is:

0%

Bonus data: N/A

The mean gap refers to the calculation of the average hourly pay of men in The Trust compared to the average hourly pay of women.

The median gap refers to the calculation of the exact mid-point between the lowest and highest-paid men in the organisation compared to the equivalent women.

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Year on Year view:

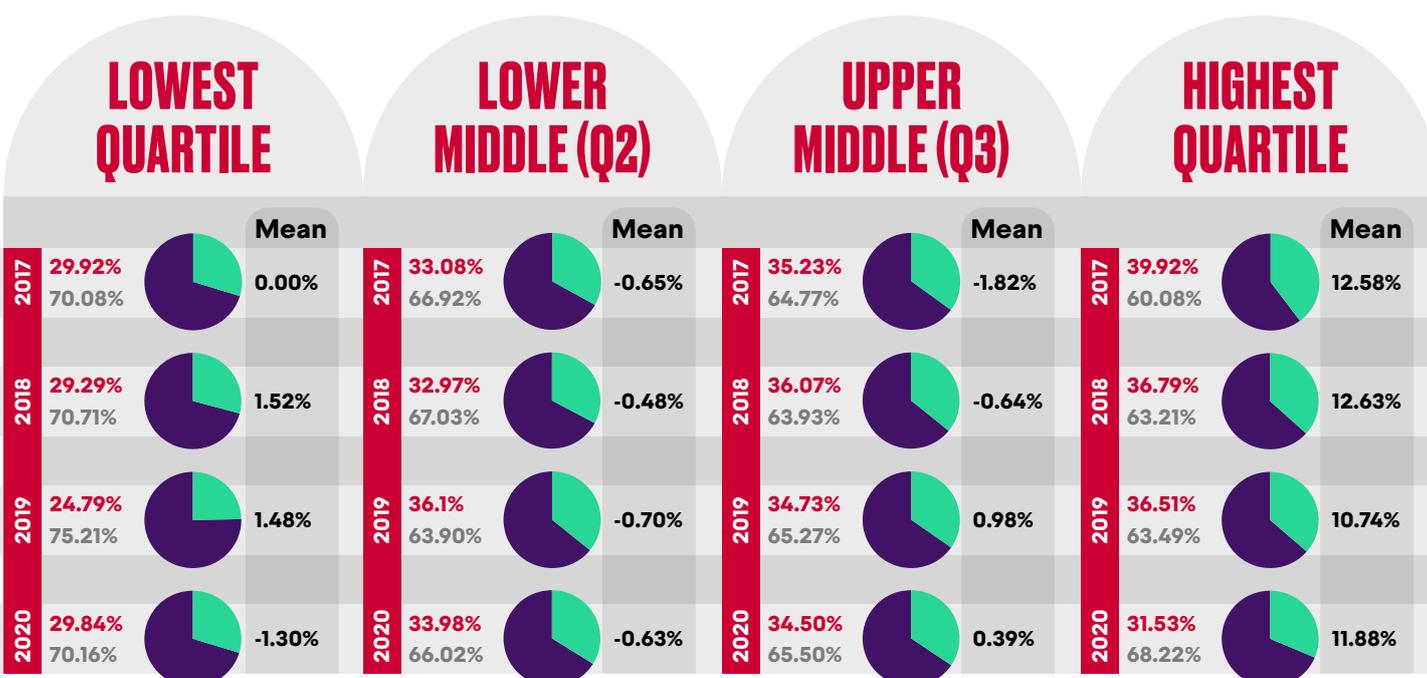
Year	Mean Gender Pay Gap (%)	% Year on Year Variance	Median Gender Pay Gap (%)	% Year on Year Variance
2017	9.7%	N/A	4.4%	N/A
2018	8.63%	-1.07%	4.43%	+0.03%
2019	9.31%	+0.68%	6.64%	+2.21%
2020	4.78%	-4.53%	0.00%	-6.64%

The mean pay gap has decreased from 9.31% (2019) to 4.78% (2020). This is the result of an increase in the proportion of male representation in the lowest pay quartile.

Our gender pay gap data in detail:

The below data shows the proportion of male and female colleagues across four pay quartiles in The Trust; the lowest, lower middle (quarter 2), upper middle (quartile 3) and highest quartile, followed by the mean % pay gap for this quartile.

Key: Men Women



Looking at male / female representation through the quartiles, we have seen an increase in (5.05%) male representation in the lowest pay quartile from 2019 (24.79%) to 2020 (29.84%). We have also seen an increase (+4.73%) in female representation in the highest pay quartile from 2019 (63.49%) to 2020 (68.22%). Despite an increase in female representation in our highest quartile, our pay gap has increased from 10.74% in 2019 to 11.88% in 2020. We continue to see a negative mean pay gap in our lower middle quartile (Q2) and, for 2020, we have a negative pay gap in our lowest quartile. Our mean pay gap has decreased in our upper middle quartile (Q3), decreasing by 0.59% from 2019 (0.98%) to 2020 (0.39%).

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Our ethnicity pay gap

The ethnicity pay gap is based on 98% of colleagues who voluntarily have provided their ethnicity through self-identification.

The total number of colleagues at The Trust:

1035

Total number of 'White' people employed:

863
(83%)

Total number of 'Black' people employed:

54
(5%)

Total number of 'Asian' people employed:

56
(5%)

Total number of 'Mixed' people employed:

30
(3%)

Total number of 'Other' people employed:

8
(1%)

Year	Mean Ethnicity Pay Gap (%)	% Year on Year Variance	Median Ethnicity Pay Gap (%)	% Year on Year Variance
2020	2.53%	N/A	0.30%	N/A

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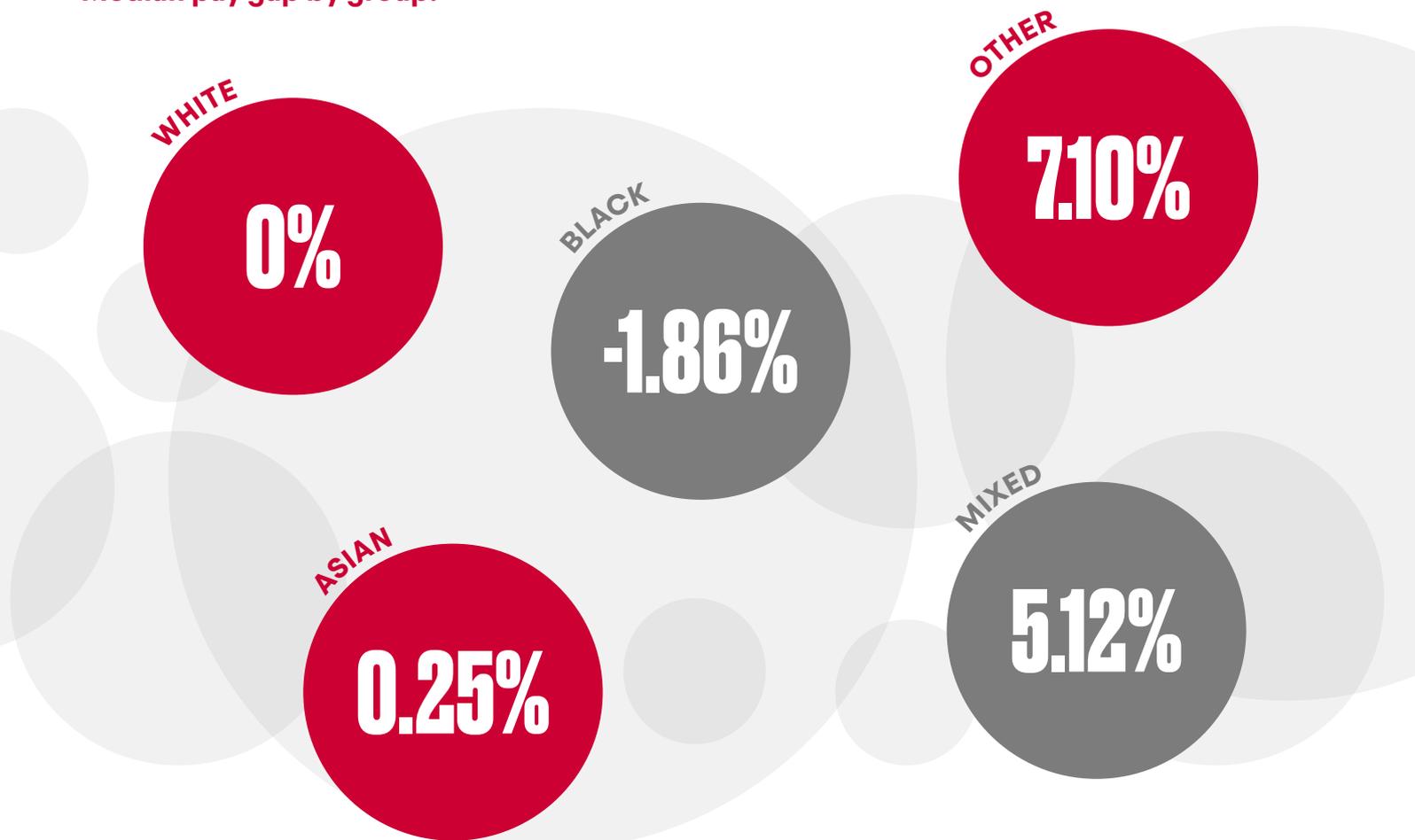


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Year on Year view:

Year	Lowest Quartile			Lower Middle (Q2)			Upper Middle (Q3)			Highest Quartile		
	White	Black, Asian, Mixed, other	Mean % Diff	White	Black, Asian, Mixed, other	Mean % Diff	White	Black, Asian, Mixed, other	Mean % Diff	White	Black, Asian, Mixed, other	Mean % Diff
2020	88%	12%	0.23%	81%	19%	2.56%	84%	16%	0.70%	88%	12%	1.01%

Median pay gap by group:



Our mean ethnicity pay gap is currently 2.53%, meaning ethnic minorities are paid on average 2.53% less than White employees. While these results seem positive, 83% of our employees are White. With a small number of colleagues from a Black, Asian, and other ethnic minority backgrounds or groups we know this data does not tell the full picture. We have a lot more to do to improve the proportion of colleagues from Black, Asian, and other minority ethnic backgrounds or groups at The Prince's Trust.

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What we have done to help close the pay gaps

Gender Pay Gap

PT GEN (Gender Equality Network) – Our women's network has made a fantastic impact over the years. Discussions about equality and inclusivity have progressed significantly since the network was formed. Much has changed during 2020 and the network has refocused to stay relevant to the issues women face today.

The network has changed its name from PT NOW (Network of Women) to PT GEN, becoming more inviting for colleagues of all gender identities to join the conversation.

With many colleagues facing the challenges of home schooling and caring responsibilities throughout 2020, the network created a working parent or carer group, bringing colleagues together in a safe space to share their ideas, listen and support each other.

Redefining how we work –

The change inflicted by lockdown accelerated a shift in the way we work and presented an opportunity to consider the optimum ways of working. When colleagues return to offices, we have committed to retain the benefits of virtual working and give colleagues the choice and freedom to adopt a working pattern suitable for them whilst balancing the needs of The Trust.

By working flexibly and virtually, parents can be given a better opportunity to balance both career and parenthood. We know that, historically, women were more likely to be required to work flexibly due to caring responsibilities than men.

We proactively encouraged both male and female colleagues to work flexibly to level the playing field, building on the progress we have seen in breaking down this barrier throughout the pandemic.

Ethnicity Pay Gap

Black Equity Action Group – This newly-formed group seeks to explore the experiences of Black colleagues and young people and to identify sustainable ways to achieve equity and better connect with Black communities.

Race at Work Charter –

We have made a public commitment, through being a signatory of the Government's Race at Work Charter, to tackle barriers ethnic minorities face in recruitment and progression.

PT CAN (Cultural Awareness Network) – Our well-established Cultural Awareness Network, PT CAN, continues to help raise awareness and understanding of the barriers our ethnic minority colleagues may face. PT CAN works to create a space to celebrate the cultural diversities of The Prince's Trust community; our staff, volunteers, young people and partners.

This network encapsulates the spectrum of the diversity we enjoy at The Trust from ethnicity and race through to culture and religion.

We aim to build a deeper understanding and appreciation of the different cultures and communities which make up The Prince's Trust, and to be recognised as a culturally diverse place for staff, young people, volunteers and partners.

Special leave policy – Our special leave policy has been updated to include the option of swapping Good Friday for an alternative recognised religious festival.

Gender and Ethnicity Pay Gaps

Pay Gap data analysis – To help contextualise the data further, we have also reported our gender pay gap and ethnicity pay gap based on our internal pay bands.

Senior Strategic Equality, Diversity, Inclusion Adviser appointed –

By developing a joined-up and credible EDI (equality, diversity and inclusion) strategy that embeds racial equity across the organisation, in collaboration with all key functions, we ensure representation of diversity of thought and leadership to ensure we are in the best position to meet the needs of young people.

Flexible Job Design – Our flexible working policies apply to all colleagues, at all levels and are an important part of supporting our colleagues to establish a working pattern which is right for them, particularly during the pandemic.

Recruitment – Our new recruitment system has improved reporting functionality which allows us to monitor candidate attraction and diversity through all stages of the recruitment lifecycle.

We are now able to track ethnicity, sexual orientation, gender and disability responses from all candidates who choose to participate; from initial application, through shortlisting, interview and offer stages (on an anonymised basis).

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This helps us to track trends in locations and job groups, and from here we can identify a range of potential solutions and support such as expanding our advertising reach, or stimulating conversation around unconscious bias in hiring decisions.

The Talent Acquisition Team screen every candidate for disability responses and make hiring managers aware of our commitment to the Disability Confidence Scheme.

Our job description templates have been updated with a more inclusive equal opportunities statement and we have used a language bias tool to check for non-inclusive terminology across a sample of our job adverts.

Interview – We have introduced a recently expanded team of EDI Network colleagues who are available to participate on any interview panel.

This team have received interview training, and are able to bring a different lens to the interview process. Anecdotal feedback from candidates has already been very positive. An EDI Network representative has been present on all senior hiring panels for recent appointments.

There are now a series of EDI interview questions that we encourage all hiring managers to use for any vacancy.

Future initiatives planned to support this are:



Commitment to Equality, Diversity, and Inclusion

An equality, diversity and inclusion strategic framework will be launched in May 2021 with targets set to measure our successes.



The EDI strategic framework

will be supported by local action plans across all regions and will be rolled out for all departments to introduce following a deep dive analysis of data.



We are setting measures

for greater representation in senior roles. Ethnic diversity is a key focus area under our revised EDI approach.



Mentoring

We aim to increase our number of ethnic minority leaders through retention of those who join The Prince's Trust at more junior levels and through a mentoring programme with our trustees.



Talent Management Framework

A robust talent management process that supports the identification of high potential colleagues and a focus on their development has been devised and will be launched in 2021. This framework will be used to ensure under-represented groups have the opportunity to develop and grow in their careers.

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A message from our Chief Executive, Jonathan Townsend

We are pleased to be moving in the right direction with eradicating our gender pay gap. We recognise we have more to do to achieve gender balance and are fully committed to this journey.

We encourage flexible and agile working arrangements to support everyone to build a career and achieve balance with what is important in their personal life and I'm proud of the progress we have made as an organisation, but we are not complacent. The impact of global issues such as Covid-19 has affected everyone, but we know it has disproportionately affected people from Black and ethnic minority backgrounds, reminding us of the inequality we know already exists.

The Black Lives Matter movement further reminds us that Black people have continued to report disproportionately negative experiences in every aspect of society, and this includes the workplace.

I believe it is even more important than ever that we are open and transparent about the challenges within our own organisation so that we can tackle the inequalities and make a difference to society.

At The Trust we want to make sure that all our colleagues have the opportunity to fully realise their potential. We are actively working to improve our gender and ethnicity balance. We are fully committed to being an inclusive employer.



Jonathan Townsend
UK Chief Executive
The Prince's Trust

Further information about
The Prince's Trust is available
at **princes-trust.org.uk**
or on **0800 842 842**.