



Gender Pay Report

2021/2022

Introduction

The data published provides a snapshot of the organisation taken on 5 April 2021 which is the statutory date on which data must be captured and analysed.

In our second year of reporting, we are pleased to be able to confirm a reduction in all our reporting figures across the mean and median hourly and bonus pay. However, we recognise there is still work to be done. Our gender pay gap is mainly as a result of having more men than women in our higher paid roles, with male colleagues making up 65% of the highest paid quartile.

It is one of our commitments to eventually eliminate the gap by helping our colleagues achieve their career goals and progress to leadership levels alongside our commitment in our Women in Finance Charter. In the last 12 months, we have supported 29 female colleagues work towards or complete either professional qualifications, with 20 female colleagues being placed on ILM courses. We have also been able to report an increase of our female leadership to 39% from our initial starting point of 25% in our most recent Women in Finance Charter report and we remain committed to achieving 45% by October 2022.

But we remain committed to improving all aspects of equality, diversity and inclusion at Hodge. We will continually review and break down any barriers that prevent any of our people in reaching their full potential, regardless of race, ethnicity, disability, sexual orientation, gender, age, religion or socioeconomic background. Over the last 12 months we have:

- Reviewed our people policies to ensure ED&I is considered throughout
- Trained our leaders on our policies to ensure fairness and consistency
- Established an ED&I Network empowered to be allies within the organisation and to drive forward the ED&I agenda
- Ensure ED&I is a regular agenda item at Board and Executive Committees
- Continued to promote flexible working practices and promote our equal parental leave policy
- Conducted an organisational wide benchmark and took steps to address remuneration
- Implemented 'blind recruitment' to eliminate unconscious bias from screening applicants

We believe these actions will help us establish and be recognised for an open, honest and inclusive environment where everyone is respected and valued. Our aim is to be an organisation where our people can thrive, by being confident to be who they are, whoever that may be.

We will continue to review our policies and our metrics to continually identify areas of opportunity to improve and work with external partners and our colleagues to raise awareness of, and eliminate the impact of, unconscious bias.

Appendix One

Hourly wages pay gap

In this organisation, women earn 73p for every £1 that men earn when comparing median hourly wages.

Their median hourly wage is 26.7% lower than men's.

When comparing mean hourly wages, women's mean hourly wage is 24.2% lower than men's.

Proportion of women in each pay quarter

In this organisation, women occupy 35% of the highest paid jobs and 57% of the lowest paid jobs.

Top Quarter (highest paid)



Upper Middle Quarter



Lower Middle Quarter



Lower Quarter (lowest paid)



Bonus pay gap

In this organisation, women earn 100p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 0% lower than men's.

Who received bonus pay

83% of women.

83% of men.



CEO David Landen

"This is Hodge's second annual gender pay gap report and whilst our mean pay gap has decreased again this year, we still have a gap and will continue to do so in our 2022 report, this highlights our need to go further and more quickly to ensure diversity and equality across Hodge.

I am determined to create an environment where everyone's views can be heard and all contributions are valued, where everyone has a fair chance to develop and succeed and are paid fairly for the work they do; and we must do better to demonstrate this."

"We at Hodge are committed to improving all aspects of equality, diversity and inclusion. We are continuing to focus on new initiatives over the next year that we believe will support our commitment in offering a diverse and inclusive environment, giving all our employees the opportunity to grow and thrive to be the best they can be."



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