

Gender pay gap & equal pay report 2021

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This report sets out the gender pay gap figures supported by the summary findings from an independent Equal Pay Review for NSAH (Alliance Homes) Ltd (excluding subsidiaries) that was conducted February 2021.

Gender Pay Gap reporting is a statutory requirement and the data used and how the data is reported is determined by legislation and must be taken as a snapshot on 5th April each year. All employers with 250 or more employees must calculate and publish the following data:

- Their mean gender pay gap
- Their median gender pay gap
- Their mean bonus gender pay gap
- Their median bonus gender pay gap
- The proportion of men in the organisation receiving a bonus payment
- The proportion of women the organisation receiving a bonus payment

The proportion of men and women in each quartile pay band The Gender Pay Gap data in this report is from the annual pay snapshot taken on 5th April 2021 and for bonus payments for the 12 months prior to 5th April 2021. The gender pay gap is not the same as unequal pay which is paying men and women differently for performing the same (or similar) work. Unequal pay has been unlawful since 1970.

Alliance Homes regularly undertakes a review of equal pay data analysed against the provisions of equal pay legislation. The analysis and report serve as an indicator of the effectiveness of Alliance's current employment policies and practice in equality. The Equal Pay review includes different data and more analysis than the statutory gender pay reporting requirements and may produce different results.

The summary findings from the Equal Pay review are included in this report to provide a more complete picture of Alliance Homes' equal pay policies and practices.

Who we are?

We are a community based social housing provider operating in the West of England. As of 1st April 2021, we own and manage around 6,500 homes and employ approx. 337 colleagues. We have an annual turnover of £43 million and work in partnership with local, regional, and national agencies to deliver our services.

As well as providing homes that are affordable in terms of rent and running costs, we also provide a range of support services to help individuals get the most out of life. Alliance is made up of different services covering Housing Services, Repairs & Maintenance, Community & Support work, and Real Estate & Investment. The external services are supported by internal functions of Governance & Risk, People & Change, and Finance & Procurement.

Table 1 provides a quick overview of the Basic Workforce data for Alliance as of April 2021.

Table 1: Basic Workforce data

Employees	All	Female	Male
Headcount - number	338	172	166
Headcount - %		50.9%	49.1%
Work Pattern	All	Female	Male
Full-time (number of employees)	252	97	155
Part-time (number of employees)	86	75	11
Part-time as % of all	25.4%	43.6%	6.6%
Age	All	Female	Male
Median age of employees	43	43	44
Mean age of employees	42.8	42.4	43.5
Length of Service (Years)	All	Female	Male
Median Length of Service of employees	3	2	4
Mean Length of Service of employees	6.1	5.6	7

The median and mean age and service of male and female colleagues is very similar.

There is a marked difference between the statistics for men and women however in relation to full time and part-time workers. In Alliance 43.6% of women work part-time, 6.6% of men work part-time.

What is our average gender pay gap?

The UK gender pay gap is the percentage difference between men's and women's median hourly earnings, across all jobs in the UK; it is not a measure of the difference in pay between men and women for doing the same job.

Our gender pay gap is based on our payroll data from 5th April 2021 and includes all full pay equivalent colleagues. Full pay equivalent colleagues are those who are NOT on reduced pay due to sick or maternity leave.

The median pay gap is calculated by finding the middle value in our pay. Our 2020 median gender pay gap was 15.9% In 2021 it has risen slightly to 16.2%.

The mean gender pay gap is calculated by adding up all the salaries and dividing by the number of colleagues. Our mean gender pay gap in 2020 was 6.0% In 2021 the mean gender pay gap has risen to 8.9%.

Table 2: Gender Pay Gap, Four Year Trend

Measures	2017	2018	2019	2020	2021
Mean Gender Pay Gap	17.4%	14.6%	13.7%	6.0%	8.9%
Median Gender Pay Gap	24.2%	28.2%	24.0%	15.9%	16.2%
Mean Bonus Pay Gap	53.2%	36.9%	28.1%	41.2%	47.3%
Median Bonus Pay Gap	54.3%	0.0%	34.3%	48.4%	0.0%
% of men who received bonus pay	5.2%	88.0%	7.0%	9.6%	100%
% of men who received bonus pay	5.2%	88.0%	7.0%	9.6%	100%

For comparison, the median gender pay gap among all employees published by the Office of National Statistics (ONS) in October 2020 was 15.5%. The gender pay gap for South West England was 21.3%, the largest for any region in the UK.

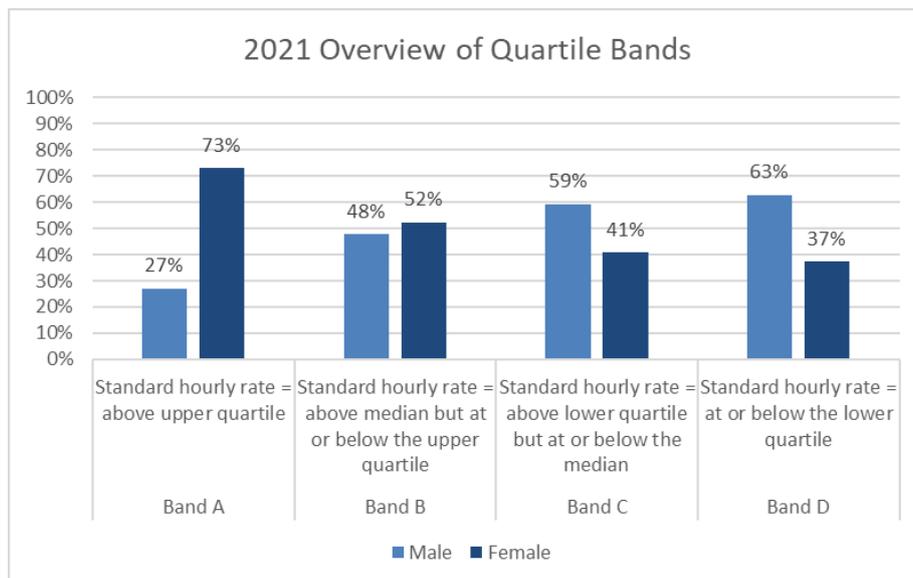
Pay Bands

How male and female colleagues are split in the quartile pay bands is shown in Graph 1 for 2021. Graph 2 shows the 2020 data for comparison.

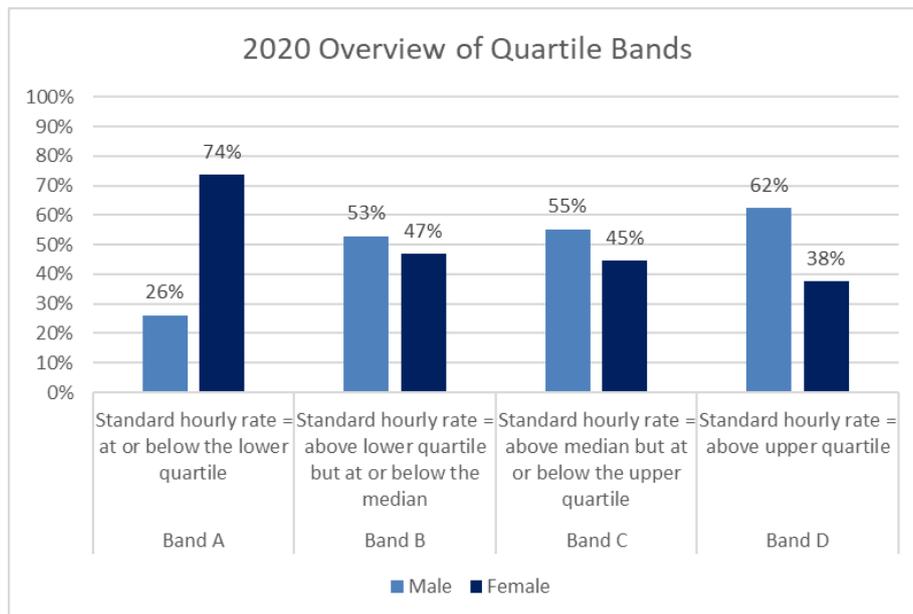
The 2021 graph shows that there is a higher proportion of women in the lower two quartile bands, whereas the upper quartile bands have a higher proportion of men. That is explained by the in-house electricians and gas engineers who fall into that pay range and who are all males.

In comparison with 2020 the upper and lower quartile bands (band A and band D) have seen no significant change; the middle quartiles have seen some change with the % of women increasing slightly in the band above the median but below the upper quartile and decreasing in the quartile at or below the median.

Graph 1



Graph 2



Bonus Pay

The bonus payments consist of two elements: an all-colleague one-off lump sum in recognition of the hard work and contribution from all colleagues, and role specific performance related pay.

The percentage of male and female colleagues who received a bonus over the last 12 months (April 2020 – April 2021) was 100%, as a result of recognition payments and one-off payments during Covid-19 pandemic. The mean bonus gap was 47.3% slightly higher than 2020's mean bonus gap of 41.2%. The median bonus gap in 2021 was 0.0% compared to the 2020 median bonus gap of 48.4%.

The reason behind the mean bonus gap is due to fact that the only team within Alliance Homes that receives performance related pay consists entirely of male colleagues. Performance related pay for that team is a function of benchmarking against labour market pay and not a decision to reward differently based on gender.

Equal Pay

Gender

Alliance Homes has 337 employees in total and 18 job roles that have both male and female jobholders. Those jobs include 123 people, 36.5% of the organisation. An analysis of pay in those jobs indicate no suggestion of systematic inequality. Mean male pay is higher in 4 of the 18 jobs, mean female pay is higher in 5 jobs and 9 are exactly equal. Some differences are small and are simply a result of the way FTE is calculated.

Disability

3.2% of the workforce has a declared disability. There is no data for the 35.2% of the workforce. With such a high number of not declared further analysis by pay band and gender is not likely to produce meaningful or reliable information for disability.

Ethnicity

Because of relatively low numbers we have grouped all non-white British together in a single BAME group. 11 colleagues (2.3%) of the workforce fall into this group. With such a low number further analysis by pay band and gender is not likely to produce meaningful or reliable information.

Assessment

Our Senior Leadership Team at the time of reporting was 80% female and our Operational Leadership Team 60% female.

Our gender pay gap does not come from paying men and women differently for the same or equivalent work. Instead, it derives from the salaries the roles attract as benchmarked against labour market data. Alliance Homes manages salary decisions via external, independent, biennial benchmarking and through a Resource Rationale Group which is 71% female. This group ensures decision making transparency and consistency regarding pay and recruitment.

The Office for National Statistics reports that the professions and occupations with the smallest pay gaps (below 5%) also tend to be lower quartile roles and these roles still attract a higher proportion of women over men. The reverse is also reported that the higher paid roles are disproportionately male. For example, the gap in 2020 for skilled trades occupations was 20% (Gender pay gap in the UK: 2020. ONS Oct 2020). Of our workforce in Alliance Homes over 17% of colleagues are skilled trades employees and in these roles 98% are male.

There is a national challenge to attract women into skilled trades and a greater challenge to change the national picture of lower paid roles being disproportionately female.

Closing the Gap

We will continue to take steps to monitor and address our gender pay gap and to tackle challenges within Alliance Homes.

We are widening our recruitment channels to attract more diverse candidates and we are introducing more diversity training for our recruiting managers.

We will continue to use structured interviews for recruitment and promotions that:

- Ask the same questions of all candidates in a predetermined order and format
- Grade the responses using pre-specified, standardised criteria. This makes the responses comparable and reduces the impact of unconscious bias

We are also continually reviewing our recognition and reward offer, including our pension to ensure it is non-discriminatory and so that these can be tailored fairly and flexibly to meet the needs of the individual and to ensure colleagues are not disadvantaged in promotion, development, or salary decisions.

Alliance Homes alone cannot address the inequality issues that are society's challenges. However, we will work with our customers and communities, with education establishments and partner organisations, committing to influence positive change where and when we can.

More details about Alliance Homes and our commitment to Equality & Diversity can be found on our website.



Louise Swain
Group Chief Executive
April 2021