

Gender pay gap report 2024

We want to create places to live that our customers are proud to call home. To do this we need to attract and retain the right people. An important part of this is rewarding colleagues in a fair and transparent way.

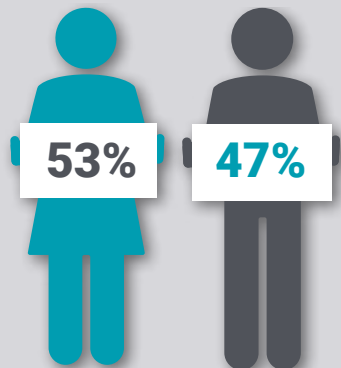
About the data

- The data reported is defined by the government and a snapshot of when the pay data is taken on 5 April 2024.
- Bonus payments are for the 12 months prior this.

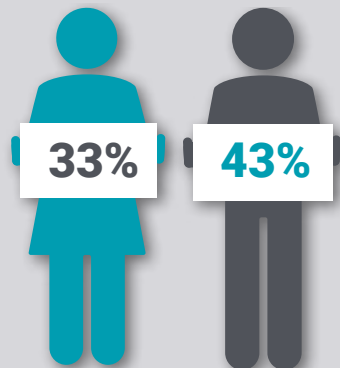
Our colleagues

(excluding those on sickness or maternity and leavers)

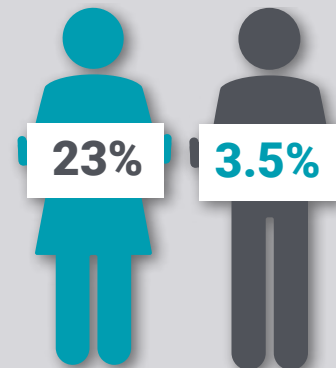
Gender of colleagues



Full time workers



Part time workers



Total colleagues 398

What is gender pay?

Gender pay gap is... the difference in the average hourly wage of all men and women across a workforce.

Mean gender pay gap... is difference between the mean hourly rate of pay for male and female employees.

Median gender pay gap... difference between the median hourly pay for male and female colleagues.

Mean bonus gender pay gap... the difference between the mean bonus pay of male to female colleagues.

Median bonus gap... the difference between the median bonus paid to males than female colleagues.

Bonus proportions... proportion of male to female receiving a bonus payment.

Quartile bands... proportion of male and female colleagues in the lower, lower middle, upper middle and upper quartile pay bands.

Points to note

The **mean** is calculated by adding up all the salaries and dividing by the number of colleagues at the snapshot date.

The **median** is calculated by finding the middle value in our pay at the snapshot date.

Bonus payments include any one off or incentivised, productivity or performance related bonuses, recognition payments such as WOW wall and long service awards.

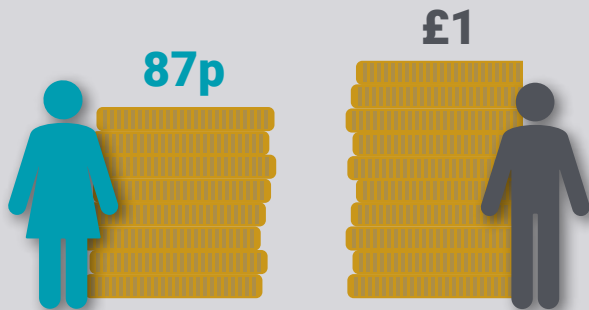
Gender pay gaps are calculated from gross figures, not net. However, any type of "deduction" made via salary sacrifice must be taken into account. This is because salary sacrifices are not a true deduction, but instead a negative "payment".

Our pay gap results

Mean



Previous year 10.9%

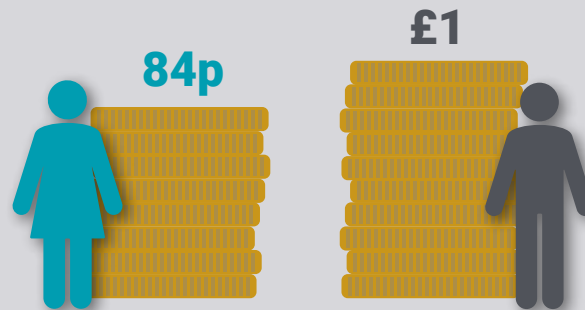


The mean pay gap: for every £1 a male earns, a female earns £0.87.

Median



Previous year 14%



The median pay gap: for every £1 a male earns, a female earns £0.84.

Bonus pay gap

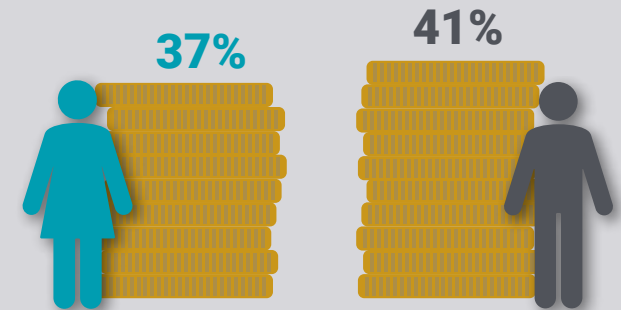


Previous year 15.8%



Previous year 0%

Bonus pay awarded



The above figures in 2023 relating to bonus were impacted by the cost of living payment. This year we see more men receive a bonus than females, however females on average received higher bonus payments. This is relating to length of service, honorariums and recognition payments.

Pay bands

This is the summary split showing where men and women sit in terms of the quartile pay bands.

Band A standard hourly rate = above upper quartile

Band B standard hourly rate = above median but at or below the upper quartile

Band C standard hourly rate = above lower quartile but at or below the median

Band D standard hourly rate = at or below the lower quartile

Band A



62%

38%

Previous year 61%/39%

Band B

54%

46%

Previous year 53%/47%

Band C

55%

45%

Previous year 55%/45%

Band D

21%

79%

Previous year 16%/84%

Understanding the pay gap

We are pleased that the disparities in pay bands are evening out, which demonstrates the success of our new approach to our annual pay awards. Year on year however we have a larger proportion of females in the lower quartile bands as females represent a larger proportion of our community and carers roles. Upper quartiles continue to be high owing to more males in IT and trades.

The small changes in the two upper quartiles can be explained by some changes within the senior leadership team.

Actions

We are committed to ensuring pay parity within our pay structures and policies. We will continue to focus on increasing a diversity split within our community and trades roles.



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