

Gender Pay Gap Report 2018 (April 2018 data)

1. Results

- Southdown's median pay gap was 0.0%; its median was 2.8% (males higher) – a reduced gap from 3.9% in 2017
- There is no difference between the average pay of males and females working full time; there is a slight difference in females' favour among part time workers.
- The gender pay difference in males favour is due to the distribution of genders across pay levels : male workers on average received more per hour than female workers across the highest 3 of the 4 pay quartiles; this shows a significantly increased gap in favour of males in the upper quartile (though still relatively small in total at 4.19%)
- Proportionally more males than females received long service awards (this is the only bonus Southdown pays); though females on average had longer service than males so received a higher bonus amount.
- The most significant pay differences remain between full time and part time workers – in every gender combination- ranging between 15 to 19% in favour of full time workers.

2. Review – What Southdown's Results Mean

The results are complex with several factors and their interplay contributing to the different pay gaps between male and female staff.

What the results do show is:

- Among all staff, males are paid 2.28% more on average per hour than females
 - This rate is low, and lower than last year's 3.9%
 - Males are paid more than females per hour among the highest paid 25% of staff, which contributes to the gap in average hourly pay.
 - The proportion of males to females is higher in the Top Quartile and Lower Middle Quartile; this also contributes to the small pay gap
- Among full time staff, there is little difference in average hourly pay between genders
- Among part-time staff, females are paid 3.9% more on average than males
 - A disproportionately higher proportion of female staff with above average pay work part-time compared to male staff earning above average pay and working part-time , which partly explains the differential
 - Only 22% of part-time staff are male (39% of full-time staff are male)
 - 44% of females and 25% of males employed by Southdown work part-time
- Full-time staff are paid significantly more on average than part-time staff regardless of gender; this is the most significant pay differential at Southdown
 - The proportion of full-time staff – both male and female - increases with pay band increases
 - The Regulations only require full-time males are compared with part-time females. Tables D & E are not required under the regulations but we have added them to clarify if the

significant difference between full-time males and part-time females is due to gender or hours worked – the results clearly show the latter

- The care sector is one with low pay, a mostly female workforce and a very low gender pay gap. Ironically, in low paid traditionally female work gender pay parity is more likely. Within this sector, women are paid 1.1% less than men on average (Office for National Statistics). At Southdown, among our care staff, further analysis shows that the gender pay gap is reversed with women earning on average 3% more than men among part-time staff and 2% more among full-time staff, though this is related to longer length of service among women staff.

3. Conclusion

There is no evidence that Southdown's female staff receive less pay than their male colleagues for equal work. After investigation into the underlying data, the differences from the gender gap analysis undertaken for April 2018 can be explained and do not indicate gender pay inequality.

Our pay scales are transparent, fairly applied regardless of gender and openly advertised for all staff to apply. Vacancies are advertised with salary scales explicitly shown within the advertisement.

Southdown does however marginally reflect a national phenomenon whereby the proportional representation of women in the workforce reduces as levels of managerial responsibility and salary increase. This may be reducing as a result of the access to management programme of information and support to counteract any perceived barriers to management introduced in 2017. In 2018, women were more likely to be promoted than their male colleagues.

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Deputy Chief Executive

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Appendix 1 – Results Tables

Note 1: Table 1 to 4 are legally required; Tables A to F are Southdown's additional analysis

Note 2: Positive % figures indicate men are paid more than women

Minus -% figures indicate women are paid more than men

Note 3: See Appendix 2 for technical notes and definitions

Table 1: Single Figure Pay Gap, all staff (full and part time) – Full Pay Relevant Employees

	Median hourly pay (all staff)	Mean hourly pay (all staff)	No of Staff
Female (all)	£9.53 =	£11.12 ↑£0.27	626 ↑35
Male (all)	£9.53 =	£11.38 ↑£0.11	304 ↑13
Pay Gap	0.00% =	2.28% ↓1.44%	930 ↑48

Table 2: Gender Pay Gap by Quartiles, all staff (mean hourly pay) – Full Pay Relevant Employees

	Female (all staff)			Male (all staff)			Pay Gap
	Average Hourly Rate	No of Staff	% of Staff	Average Hourly Rate	No of Staff	% of Staff	
Top Quartile	£15.61 ↑£0.41	152 ↑14	65.5% ↑2.80%	£16.29 ↑£0.52	80 ↓2	34.5% ↓2.80%	4.19% ↑0.58%
Upper Middle Quartile	£10.97 ↑£0.28	163 ↑7	70.0% ↓0.60%	£10.94 ↑£0.22	70 ↑5	30.0% ↑0.60%	0.32% ↑0.06%
Lower Middle Quartile	£9.35 ↑£0.04	150 ↑8	64.7% ↑0.20%	£9.36 ↑=	82 ↑4	35.3% ↓0.20%	0.12% ↓0.34%
Lower Quartile	£8.68 ↑£0.12	161 ↑6	69.1% ↓1.00%	£8.65 ↑£0.14	72 ↑6	30.9% ↑1.00%	-0.39% ↑0.28%

Table 3: Single Figure Bonus Pay Gap – Relevant Employees

	Median Bonus pay	Mean Bonus pay	No of Staff
Female (in receipt of bonus)	£150.00	£216.67	18
Male (in receipt of bonus)	£150.00	£189.00	10
Pay Gap	0.00%	-14.64%	28

Table 4: Proportion of Males and Females Receiving Bonus Payment – Relevant Employees

	No. in receipt of Bonus Payment	No. of Relevant Employees	Proportion in Receipt of Bonus
Female	18	657	2.74%
Male	10	310	3.23%
All Staff	28	967	2.90%

Table A: Pay Gap for Full Time Employees Only – Full Pay Relevant Employees

	Median hourly pay (full time)	Mean hourly pay (full time)	No of Staff
Female (full time)	£11.02 ↑£0.52	£11.93 ↑£0.23	352 ↑21
Male (full time)	£10.53 ↑£0.16	£11.94 ↑£0.27	228 ↓2
Pay Gap	-4.67% ↓3.39%	0.11% ↑0.31%	580 ↑19

Table B: Pay Gap for Part Time Employees Only – Full Pay Relevant Employees

	Median hourly pay (part time)	Mean hourly pay (part time)	No of Staff
Female (part time)	£9.18 ↓£0.01	£10.09 ↑£0.24	274 ↑32
Male (part time)	£9.06 ↓£0.13	£9.70 ↓£0.21	76 ↑22
Pay Gap	1.32% ↑1.32%	-3.95% ↓4.54%	350 ↑54

Table C: Pay Gap for Male Full Time vs Female Part Time Employees – Full Pay Relevant Employees

	Median hourly pay (full time male / part time female)	Mean hourly pay (full time male / part time female)	No of Staff
Female (part time)	£9.18 ↓£0.01	£10.09 ↑£0.24	274 ↑32
Male (full time)	£10.53 ↑£0.16	£11.94 ↑£0.27	228 ↓2
Pay Gap	12.75% ↑1.33%	15.51% ↓0.14%	502 ↑30

Table D: Pay Gap for Female Full Time vs Female Part Time Employees – Full Pay Relevant Employees

	Median hourly pay (full time female / part time female)	Mean hourly pay (full time female / part time female)	No of Staff
Female (part time)	£9.18 ↓£0.01	£10.09 ↑£0.24	274 ↑32
Female (full time)	£11.02 ↑£0.52	£11.93 ↑£0.23	352 ↑21
Pay Gap	16.64% ↑4.11%	15.42% ↓0.40%	626 ↑53

Table E: Pay Gap for Female Full Time vs Male Part Time Employees – Full Pay Relevant Employees

	Median hourly pay (full time female / part time male)	Mean hourly pay (full time female / part time male)	No of Staff
Male (part time)	£9.06 ↓£0.13	£9.70 ↓£0.21	76 ↑22
Female (full time)	£11.02 ↑£0.52	£11.93 ↑£0.23	352 ↑21
Pay Gap	17.73% ↑5.19%	18.64% ↑3.32%	428 ↑43

Table F: Pay Gap for Male Full Time vs Male Part Time Employees – Full Pay Relevant Employees

	Median hourly pay (full time Male / part time male)	Mean hourly pay (full time Male / part time male)	No of Staff
Male (part time)	£9.06 ↓£0.13	£9.70 ↓£0.21	76 ↑22
Male (full time)	£10.53 ↑£0.16	£11.94 ↑£0.27	228 ↓2
Pay Gap	13.89% ↑2.47%	18.72% ↑3.57%	304 ↑20

SOUTHDOWN HOUSING ASSOCIATION

Gender Pay Gap Report: April 2018 data (snapshot date: 5th April)

Summary Notes:

In producing these figures, guidance was taken/sought from various sources including www.GOV.uk, ACAS and XpertHR.

Southdown Housing Association, as an employer of over 250 people are required to publish their Gender Pay Gap within one year of the relevant snapshot date (ie. 4th April 2018) and annually thereafter, reporting the following information:

- a) Our mean gender pay gap
- b) Our median gender pay gap
- c) Our mean bonus gender pay gap
- d) Our median bonus gender pay gap
- e) Proportion of males receiving a bonus payment
- f) Proportion of females receiving a bonus payment
- g) Proportion of males and females in each quartile pay band
- h) A written statement, authorised by an appropriate senior person which confirms the accuracy of the calculations. It is advisable also to provide a narrative also regarding what our Gender Pay Gap figures show.

We have also provided additional figures for consideration (tables A to F) – particularly comparisons around gender and full and part time working.

The report* is based on all “full pay relevant employees” (permanent, fixed term contract and bank worker) who were in post on the defined snapshot date of 5th April 2018. For the purposes of Gender Pay Gap Reporting an employee is defined as being “someone who works under an employment contract”.

For permanent/fixed term contract staff hourly rate calculations are based on ‘ordinary pay’ from April 2018 (the relevant pay period), any bonus payment received in the relevant bonus period (see ‘Calculations related to Bonus Payments’ below) and contracted hours as at the snapshot date. Due to the variable hours worked each month and the resulting complexity of calculating Bank Worker hours/pay, the decision was made to use the set Bank rate (as in March 2018, paid in April 2018) for all Bank Workers on our Bank Register on the snapshot date. There were no bonus payments received by our Bank Workers in the relevant bonus period.

In accordance with guidance (ACAS, pg 28) the definition of a “full pay relevant employee” is an employee who is employed on the snapshot date and who is paid their usual full basic pay (or pay for piecework) during the relevant pay period. Those paid less than their usual basic or piecework rate for reasons due to leave (eg. maternity, sick, extended) are not included. Please note the report does include staff who

received reduced pay either due to being a new starter in the month (after 1st of month but before or on the snapshot date) or due to leaving the organisation in the month (after snapshot date but before 30th), or also due to a job role change internally. It also includes staff on salary sacrifice schemes (childcare vouchers, cycle to work) but hourly rate has been calculated from gross basic pay minus salary sacrifice amount (ACAS, pg 23).

“Ordinary Pay” includes basic pay, allowances, pay for piecework, pay for leave and shift premium pay. It does not include pay related to overtime, redundancy or termination of employment, pay in lieu of annual leave or pay which is not money.

The decision as to which elements should be included were undertaken by the Deputy Chief Executive, HR Manager, Quality & Performance Manager, Payroll Team Leader and Workforce Information Analyst taking into account the definition above.

A full time worker is considered to work 30 hours or more a week (130 plus hours a month). A part time worker works less than 30 hours a week (less than 130 hours a month) (as defined by Office for National Statistics).

Calculations related to Bonus Payments:

The relevant bonus period will always be the preceding twelve months ending on the snapshot date being used for calculations. For example, where the snapshot date is April 5th 2018, the relevant bonus period will be April 6th 2017 to April 5th 2018.

Bonuses are included in the calculations if they have actually been received within this period.

For this report, the only bonus received by staff was the Long Service Award (awarded to staff in October 2017 to staff with 10 or 20 years continuous service).

Four of the calculations are concerned with bonuses only (c to f) – and for these calculations the total bonus amount received is used.

For the other calculations (a, b and g) bonus and ‘ordinary pay’ are added together. Because the Long Service Award is not a bonus that is related to a time period (ACAS, pg 26), the full amount of the bonus is added to the ‘ordinary pay’ received in the relevant pay period. The hourly rate is then calculated at this point. Gender Pay Gap calculations for these are only for full pay relevant employees.

This report does not include staff who were on zero or reduced pay in the reporting period, in accordance with published guidance. This was due to the following situations

- Staff Members who had reduced pay due to exceeding occupational sick pay (17)
- Staff on Maternity Leave (18)
- Staff on Dependant Care Leave (2)
- Staff on Zero Pay for other reason (1)

This report does include staff whose pay is reduced in the reporting period due to being part of a salary sacrifice scheme in accordance with published guidance.

- Childcare Vouchers Scheme (24 – 18F/6M)
- Cycle to Work Scheme (5 – 2F/3M)