

Gender Pay Gap Report 2019 (April 2019 data)

1. Results

- Southdown's median pay gap was 0.0%; its mean pay gap was 3.5% (males higher) – the latter an increased gap from 2.8 % in 2018
- The overall mean pay difference in males' favour is due to the gap in favour of males in 3 of the 4 quartiles, highest in the top quartile (at 7.2%)
- There is a small difference between the mean pay of males and females working full time (1.4%); there is a slight difference in females' favour among part time workers (-1.9%).
- The most significant pay differences remain between full time and part time workers – in every gender comparison pairing - ranging between 16 to 19% in favour of full time workers.
- Proportionally slightly more males than females received a bonus - a gender gap 2.3% mean value.

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 3.5% more on average per hour than females
 - Males are paid more than females per hour among the highest paid 25% of staff, which contributes most to the gap in average hourly pay.
 - Southdown had marginally reflected a national phenomenon whereby the proportional representation of women in the workforce reduces as levels of managerial responsibility and salary increase. This has changed 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/recruited to higher management roles than their male colleagues. Although the gender balance is now proportional across staff and managerial levels, newer managers are paid less as they are on the lower increments of their pay scales based on length of time in post; this appears to underlie the higher mean pay gap in the Top Quartile.
 - The ratio of males to females is similar across all quartiles (approx. 1:2)
 - Among fulltime staff and among part-time staff there are only very small differences based on gender
- Among part-time staff, females are paid 1.9% 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 23% of part-time staff are male (39% of full-time staff are male)
 - 43% of females and 27% of males employed by Southdown work part-time
- Full-time staff are paid significantly more per hour 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 that 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
- Bonus pay mean for men is 2.3% more than for women
 - Bonus pay in 2019 was comprised of two elements: a percentage of earnings paid to all staff and a long service award paid to those reaching significant service anniversaries. The former thus reflects the pay gap on salary; the latter is achieved by proportionally more women.
- We note that 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 as a group, 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 female 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 2019 can be explained and do not indicate gender pay inequality.

Our pay scales are transparent, fairly applied regardless of gender and openly advertised. Vacancies are advertised with salary scales explicitly shown within the advertisement. Starting salaries are the same for men and women within comparable roles.

Vikki Hayward-Cripps
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)	£10.14 ↑£0.61	£11.64 ↑£0.52	579 ↓47
Male (all)	£10.14 ↑£0.61	£12.06 ↑£0.68	283 ↓21
Pay Gap	0.00% =	3.51% ↑1.23%	862 ↓68

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	
Lower Quartile 1	£9.05 ↑£0.37	144 ↓17	66.7% ↓2.4%	£9.23 ↑£0.58	72 =	33.3% ↑2.4%	1.98% ↑2.4%
Lower Mid Quartile 2	£9.96 ↑£0.61	143 ↓7	66.5% ↑1.8%	£9.88 ↑£0.52	72 ↓10	33.5% ↓1.8%	-0.74% ↓0.9%
Upper Mid Quartile 3	£11.48 ↑£0.51	150 ↓13	69.8% ↓0.2%	£11.57 ↑£0.63	65 ↓5	30.2% ↑0.2%	0.74% ↑0.4%
Upper Quartile 4	£16.11 ↑£0.50	142 ↓10	65.7% ↑0.2%	£17.36 ↑£1.07	74 ↓6	34.3% ↓0.2%	7.17% ↑3.0%

*Bonus Pay Gap figures are based on “relevant employees”

Table 3: Single Figure Bonus Pay Gap – Relevant Employees

	Median Bonus pay	Mean Bonus pay	No of Staff
Female (in receipt of bonus)	£222.44 ↑£72.44	£216.55 ↓£0.12	538 ↑520
Male (in receipt of bonus)	£237.69 ↑£87.69	£221.68 ↑£32.68	263 ↑253
Pay Gap	6.42% ↑6.42%	2.31% ↑16.95%	801 ↑773

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	538 ↑520	614 ↓43	87.62% ↑84.4%
Male	263 ↑253	290 ↓20	90.69% ↑87.5%
All Staff	801 ↑773	904 ↓63	88.61% ↑85.7%

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)	£11.60 ↑£0.58	£12.52 ↑£0.59	208 ↓144
Male (full time)	£11.44 ↑£0.91	£12.70 ↑£0.76	329 ↑101
Pay Gap	-1.36% ↑3.31%	1.39% ↑1.28%	537 ↓43

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)	£10.14 ↑£0.96	£10.47 ↑£0.38	250 ↓24
Male (part time)	£9.77 ↑£0.71	£10.27 ↑£0.57	76 =
Pay Gap	-3.84% ↓5.16%	-1.94% ↑2.01%	326 ↓24

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)	£10.14 ↑£0.96	£10.47 ↑£0.38	250 ↓24
Male (full time)	£11.44 ↑£0.91	£12.70 ↑£0.76	208 ↓20
Pay Gap	11.37% ↓1.38%	17.52% ↑2.01%	458 ↓44

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)	£11.60 ↑£2.42	£10.47 ↑£0.38	250 ↓24
Female (full time)	£10.14 ↓£0.88	£12.52 ↑£0.59	329 ↓23
Pay Gap	12.56% ↓4.08%	16.36% ↑0.94%	579 ↓47

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)	£9.77 ↑£0.71	£10.29 ↑£0.59	75 ↓1
Female (full time)	£11.60 ↑£0.58	£12.52 ↑£0.59	329 ↓23
Pay Gap	15.79% ↓1.94%	17.82% ↓0.82%	404 ↓24

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)	£9.77 ↑£0.71	£10.29 ↑£0.59	75 ↓1
Male (full time)	£11.44 ↑£0.91	£12.70 ↑£0.76	208 ↓20
Pay Gap	14.65% ↑0.76%	18.96% ↑0.24%	283 ↓21

Appendix 2 – Technical notes and definitions

SOUTHDOWN HOUSING ASSOCIATION

Gender Pay Gap Report: April 2019 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. This is Southdown's third published Gender Pay Gap Report.

As a relevant employer we must follow the regulations to calculate 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 E) – 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 2019. 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 2019 (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 April 2019) for all Bank Workers on our Bank Register on the snapshot date. There were no bonus payments received by our Bank Workers who were identified as “full pay relevant employees” in the relevant pay period.

*except for Bonus Pay Gap figures which are based on “relevant employees”

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. Additionally anyone who received no pay at all during the relevant pay period (whether or not this was related to leave) are also 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 was undertaken by the 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 2019, the relevant bonus period will be April 6th 2018 to April 5th 2019.

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

For this report, the bonuses identified as being received by staff were Long Service Awards (with 10 or 20 years continuous service), Probationary Voucher (awarded to staff who passed probationary period), Retrospective Pay Award (paid December 2018 and March 2019) and LD Christmas Voucher (paid to LD staff working over Christmas 2018).

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 25), 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.

Full Pay Relevant Employees does not include staff who were on zero or reduced pay in the reporting period, in accordance with published guidance. In the Pay Period used for this report, this was due to the following situations:

- Staff Members who had reduced pay due to exceeding occupational sick pay (26)
- Staff on Maternity Leave (12)
- Staff on Extended Leave (2)
- Staff on Dependant Care Leave (1)
- Staff on Jury Service (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 (18 – 12F/6M)
- Cycle to Work Scheme (6 – 2F/4M)