

Southdown

Gender Pay Gap Report

2020-21



Gender Equality

Gender equality, also known as sexual equality, is the state of equal access to resources and opportunities regardless of gender. It is achieved through gender neutrality and gender equity.

1. Context

Southdown provides a breadth and depth of care and support services relating to community mental health, learning disabilities, homelessness prevention and supported living. In addition, it is a specialist housing landlord providing affordable housing across Sussex.

Overall, the care sector is one with low pay, a mostly female and part time workforce with a comparatively low gender pay gap. Ironically, in low paid traditionally female work, gender pay parity is more likely. Indeed The Office for National Statistics reports that the mean pay gap for female *part time* care workers and home carers is - 0.8 ([ONS Gender Pay Gap Data Sets](#)). That said the mean and median figures for *full time* equivalent work shows a pay gap in favour of men (2.6% and 2.5% respectively). The average gender pay gaps for care workers and home carers overall is 1.7% and for housing officers it is 5.9%. This is in stark contrast to the national picture with an average gender pay gap for 2021 of 15.4% which rises to 18.9% in the South East (ONS – median gross hourly earnings).

2. Results

Relevant companies are legally required to calculate information on: the mean and median gender pay gap, the mean and median bonus gender gap, proportion of males and females receiving a bonus payment and proportion of males and females in each quartile by band (please refer to Appendix 1, tables 1-4 for full details).

In addition, we have included data on the gender pay gap in relation to full time and part time employment (please refer to Appendix 1, tables A-F) as this is seen as relevant to both the sector Southdown operates in and our employees.

Mean, Median and the influence of Quartiles

- Southdown's *median* and *mean* gender pay gap reveal significant movement year on year by 0.53% and 2.1% respectively
- The median pay gap at -0.53% demonstrates that typically (removing outliers), employees who are men have lower pay than women
- The mean pay gap of +3.5% (showing men being paid more on average than women) is an improving picture as a result of a 0.83% reduction in the pay gap for the upper mid quartile and a 3.34% reduction in the lower quartile pay gap. The lower quartile mean pay gap is now -1.7% demonstrating a gap in favour of women
- Overall, the mean pay gap in favour of men is influenced by the upper quartile at +8.82%. This is of particular note given that there are 150 women represented in this quartile versus 73 men i.e. nearly 2:1, with majority female representation in the top two tiers of senior leadership roles. Underlying factors are associated with the length of time in post where newer managers (increasingly women) are on lower increments of their pay scales, and, executive pay where three of the five members are male including the Chief Executive.

Bonus

- Females were marginally more likely to receive a bonus than men but the difference was not material. However, the value was significantly higher on average for males - a gender gap 14.49% mean value. It should be noted that more women than men are part time (40% compared to 29%) which affects pro-rated bonus payments.

Part Time and Full Time

- Among part-time staff, females are paid 2.04% more on average than males
 - A disproportionately higher number 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 25% of part-time staff are male (31% of full-time staff are male)
- 40% of females and 29% of males employed by Southdown work part-time
- The most significant pay differential in Southdown exists between the mean hourly pay for full time and part time workers in every gender comparison pairing. Mean hourly pay gaps range between 13.85% to 18.29% in favour of full-time workers with the highest differential being between male part time and male full-time workers (18.29%) with the next biggest difference existing between female part time and male full time (16.62%).
- There is a difference between the mean pay of males compared to females working full time in men's favour (3.22%) although this represents an improvement of 3.39% on the previous year. The median figure of 0% helps to demonstrate the potential impact of outliers (largely associated with the Executive Team membership) and suggests a more measured picture in relation to the pay gap between full time males and females.

3. Conclusion

- The results do not appear to be out of line with external comparison data where it exists
- There is no evidence that Southdown's female staff receive less pay than their male colleagues for equal work and length of service. After investigation into the underlying data, the differences in gender gap analysis can be explained and do not appear to indicate an underlying 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.

Jo Raisey, Director of People and Culture, March 2022

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)	£10.86 ↑£0.27	£12.15 ↑£0.33	612 ↓13
Male (all)	£10.80 ↑£0.21	£12.59 ↑£0.07	280 ↓3
Pay Gap	-0.53% ↓0.53%	3.50% ↓2.10%	892 ↓16

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	£9.68 ↑£0.38	156 ↑3	69.96% ↑2.56%	£9.52 ↑£0.06	67 ↓7	30.04% ↓2.56%	-1.70% ↓3.34%
Lower Mid Quartile 2	£10.48 ↑£0.19	149 ↓8	66.82% ↓2.38%	£10.41 ↑£0.20	74 ↑4	33.18% ↑2.38%	-0.62% ↑0.13%
Upper Mid Quartile 3	£11.93 ↑£0.31	157 ↓12	70.40% ↓4.10%	£11.93 ↑£0.21	66 ↑8	29.60% ↑4.10%	0.03% ↓0.83%
Upper Quartile 4	£16.62 ↑£0.26	150 ↑4	67.26% ↑2.96%	£18.22 ↑£0.32	73 ↓8	32.74% ↓2.96%	8.82% ↑0.16%

* 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)	£369.56 ↑£94.87	£388.62↑£120.39	618 ↑7
Male (in receipt of bonus)	£417.56 ↑£89.29	£454.47 ↑£128.11	269 ↓9
Pay Gap	11.50% ↓4.82%	*14.49% ↓3.32%	887 ↓2

* Whilst proportionately men and women received bonus pay as per SHA gender split (69% w/31% m) – more women are part time (40% compared to 29% men) which will affect pro-rated bonus payments.

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	618 ↑7	647 ↓2	95.52% ↑1.38%
Male	269 ↓9	285 ↓8	94.39% ↓0.49%
All Staff	887 ↓2	932 ↓10	95.17% ↑0.80%

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)	£11.91 ↑£0.24	£12.87 ↑£0.32	366 ↑6
Male (full time)	£11.91 ↑£0.16	£13.30 ↓£0.14	199 ↑3
Pay Gap	0.00% ↓0.63%	3.22% ↓3.39%	565 ↑9

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)	£10.80 ↑£0.21	£11.09 ↑£0.26	246 ↓19
Male (part time)	£10.80 ↑£0.21	£10.86 ↑£0.40	81 ↓6
Pay Gap	0.00% ↑0.01%	-2.04% ↑1.52%	327 ↓25

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)	£10.80 ↑£0.21	£11.09 ↑£0.26	246 ↓19
Male (full time)	£11.91 ↑£0.16	£13.30 ↓£0.14	199 ↑3
Pay Gap	9.27% ↓0.57%	16.62% ↓2.80%	445 ↓16

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)	£10.80 ↑£0.21	£11.09 ↑£0.26	246 ↓19
Female (full time)	£11.91 ↑£0.24	£12.87 ↑£0.32	366 ↑6
Pay Gap	9.27% =	13.85% ↑0.13%	612 ↓13

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)	£10.80 ↑£0.21	£10.86 ↑£0.40	81 ↓6
Female (full time)	£11.91 ↑£0.24	£12.87 ↑£0.32	366 ↑6
Pay Gap	9.27% ↓0.01%	15.57% ↓1.12%	447 =

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)	£10.80 ↑£0.21	£10.86 ↑£0.40	81 ↓6
Male (full time)	£11.91 ↑£0.16	£13.30 ↓£0.14	199 ↓33
Pay Gap	9.27% ↓0.58%	** 18.29% ↓3.90%	280 ↓3

** It remains the case that full timers earn significantly more per hour than part timers and are much more likely to be in higher paid roles. This is even more marked for full time male staff whose average pay is £13.30ph compared to full time women's pay at £12.87, i.e. 3% higher (although this has reduced by 4% since 2020)

Appendix 2 – Technical notes and definitions

SOUTHDOWN HOUSING ASSOCIATION

Gender Pay Gap Report: April 2021 data (snapshot date: 5th April)

Summary Notes:

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

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 (i.e. 5th April 2021) and annually thereafter. This is Southdown's fifth 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 2021. For the purposes of Gender Pay Gap Reporting an employee is defined as being "someone who works under an employment contract".

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

For permanent/fixed term contract staff hourly rate calculations are based on 'ordinary pay' from April 2021 (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 2021) 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.

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 (e.g. 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 2021, the relevant bonus period will be April 6th 2020 to April 5th 2021.

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 End of Year Employee Bonus, Introduce a Friend Award, Long Service Awards (with 2, 5, 10, 15 or 20 years continuous service), Top of Scale Payment, Covid Disruption Payment, Retrospective Pay Award, Probationary Voucher (awarded to staff who passed probationary period), New Parent Voucher, Birthday Voucher, Retirement Voucher and LD Christmas Voucher (paid to LD staff working over Christmas 2020).

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 and similar are not bonuses that are 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
- Staff on Maternity Leave
- Staff on Adoption Leave
- Staff on Shared Parental Leave
- Staff on Extended Leave

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
- Cycle to Work Scheme

