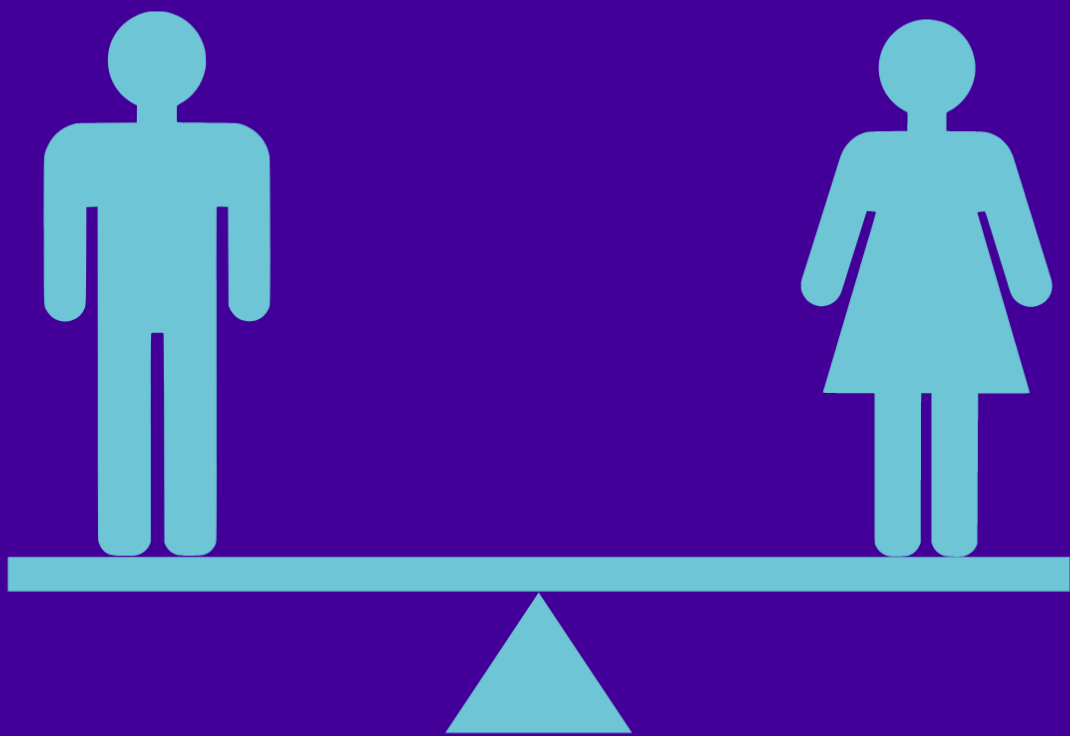


Southdown

Gender Pay Gap Report

2021-22



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.

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 (ONS) report that female part time care workers earned 2% more than men in April 2022 based on median gross hourly earnings. This reduced to 0.4% for full-time care work in favour of women. This is in stark contrast to the national picture with an average gender pay gap for full time workers in favour of men - 8.3% in April 2022 compared to 7.7% in April 2021 and 9.0% in April 2019 (pre-coronavirus pandemic).

Explanation of 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 and Median Pay Gap

- Southdown's *median* pay gap has increased by 1.11% and is now in favour of men at +0.58%. We had a zero median pay gap in 2021.
- Our *mean* pay gap has also increased by 2.33% in favour of men at +5.83%. Whilst we see an increase since 2021, this year's mean pay gap is similar to that reported in 2020.
- Overall, these figures are influenced by the upper quartile of pay at +8.5%.

Pay Gap by Quartiles

- Our Gender Pay Gap by Quartiles shows:
 - Quartile 1: an increase of 2.41% in favour of men to 0.71%
 - Quartile 2: an increase of 0.15% but remains in favour of women at -0.47%
 - Quartile 3: an increase of 1.65% in favour of men at 1.68%
 - Quartile 4: a reduction of 0.32% in favour of men at 8.50%
- Quartile 4 remains our highest pay gap and demonstrates that of our highest paid colleagues, men are paid more. It should be noted that there are proportionately more men in Quartile 4 than in the organisation as a whole. Despite this, there has been a reduction in this pay gap figure which is promising given that we have seen a 16% reduction in women in the highest quartile. Whilst 11/17 women are in our senior team, 3/5 men are in our highest paid positions including our Chief Executive which influences the results. This is in line with reports from the ONS who comment that: "Compared with lower-paid employees, higher earners experience a much larger difference in hourly pay between the sexes." (ONS Gender Pay Gap)
- Changes (since 2021 report) to our pay gap in favour of men in Quartiles 1 and 3 have been investigated. These can be accounted for by changes in the ratio of men to women in each of these quartiles. More women have joined us than men and therefore more women are on the lowest salary grade for their role which distorts the gender pay gap. We see in Quartile 1, 79% of women have less than a year's service, compared to 71% in 2021. Similarly, in Quartile 3, 73% women have less than 1 year's service compared to 53% in 2021. Given the nature of our pay structure, it is inevitable that these statistics will influence the gender pay gap figures but does not indicate an underlying trend or cause for concern.

Bonus

- The Bonus Pay Gap has reduced significantly since 2021 – whilst the median bonus pay gap is still in men's favour at +4.99%, the mean bonus pay gap is slightly more in women's favour; - 0.73%. It continues to be the case that more women work part time compared to men which will affect pro-rata bonus payments.
- Bonus payments are also not a significant part of Southdown's pay strategy.

Part Time and Full Time

- The pay gap between men and women who work full time has increased. Around 5% more men are at the top of their scale compared to women. There are also marginally more men in the upper 2 quartiles. Proportionally more men work 30 hours + than women, and even more work 37 hours +. This is in line with societal trends where women tend to take on greater caring responsibilities and work less hours to enable this.
- For part time staff, we have a zero median pay gap and a -1.14% mean pay gap in favour of women. Proportionately more women work part time. This indicates a balanced approach to pay in Southdown.
- It remains the case that our full time/part time pay gap is higher – the highest being female part time to male full time and male full time to male part time but this again is influenced by the upper quartile results

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 2023

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

Note 4: Due to rounding, some totals may not correspond with the sum of the separate figures.

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)	£11.24 ↑£0.38	£12.50 ↑£0.35	547 ↓65
Male (all)	£11.31 ↑£0.51	£13.27 ↑£0.68	236 ↓44
Pay Gap	0.58% ↑1.11%	5.83% ↑2.33%	783 ↓109

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	£9.95 ↑£0.27	145 ↓11	73.98% ↑4.02%	£10.02 ↑£0.50	51 ↓16	26.02% ↓4.02%	0.71% ↑2.41%
Lower Mid Quartile 2	£10.71 ↑£0.23	130 ↓19	66.33% ↓0.49%	£10.66 ↑£0.25	66 ↓8	33.67% ↑0.49%	-0.47% ↑0.15%
Upper Mid Quartile 3	£12.28 ↑£0.35	143 ↓14	72.96% ↑2.56%	£12.49 ↑£0.56	53 ↓13	27.04% ↓2.56%	1.68% ↑1.65%
Upper Quartile 4	£17.41 ↑£0.79	129 ↓21	66.15% ↓1.11%	£19.03 ↑£0.81	66 ↓7	33.85% ↑1.11%	8.50% ↓0.32%

Table 3: Single Figure Bonus Pay Gap – Relevant Employees

	Median Bonus pay	Mean Bonus pay	No of Staff
Female (in receipt of bonus)	£123.51 ↓£246.05	£129.39 ↓£259.23	505 ↓113
Male (in receipt of bonus)	£130.00 ↓£287.56	£128.46 ↓£326.01	224 ↓45
Pay Gap	4.99% ↓6.51%	-0.73% ↓15.22%	729 ↓158

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	505 ↓113	566 ↓81	89.22% ↓6.30%
Male	224 ↓45	242 ↓43	92.56% ↓1.83%
All Staff	729 ↓158	808 ↓124	90.22% ↓4.95%

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)	£12.15 ↑£0.24	£13.22 ↑£0.35	330 ↓36
Male (full time)	£12.38 ↑£0.47	£14.02 ↑£0.72	172 ↓27
Pay Gap	1.93% ↑1.93%	5.69% ↑2.47%	502 ↓63

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)	£10.87 ↑£0.07	£11.41 ↑£0.32	217 ↓29
Male (part time)	£10.87 ↑£0.07	£11.28 ↑£0.42	64 ↓17
Pay Gap	0.00% ↑0.00%	-1.14% ↑0.90%	281 ↓46

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)	£10.87 ↑£0.07	£11.41 ↑£0.32	217 ↓29
Male (full time)	£12.38 ↑£0.47	£14.02 ↑£0.72	172 ↓27
Pay Gap	12.20% ↑2.93%	18.61% ↑1.99%	389 ↓56

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)	£10.87 ↑£0.07	£11.41 ↑£0.32	217 ↓29
Female (full time)	£12.15 ↑£0.24	£13.22 ↑£0.35	330 ↓36
Pay Gap	10.47% ↑1.20%	13.70% ↓0.15%	547 ↓65

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)	£10.87 ↑£0.07	£11.28 ↑£0.42	64 ↓17
Female (full time)	£12.15 ↑£0.24	£13.22 ↑£0.35	330 ↓36
Pay Gap	10.47% ↑1.20%	14.67% ↓0.90%	394 ↓53

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)	£10.87 ↑£0.07	£11.28 ↑£0.42	64 ↓17
Male (full time)	£12.38 ↑£0.47	£14.02 ↑£0.72	172 ↓27
Pay Gap	12.20% ↑2.93%	**19.53% ↑1.24%	236 ↓44

Appendix 1 – Technical notes and definitions

SOUTHDOWN HOUSING ASSOCIATION

Gender Pay Gap Report: April 2022 data (snapshot date: 5th April)

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 2022) and annually thereafter. This is Southdown's sixth 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 to provide a narrative 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 2022. 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 2022 (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 2022) 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.

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 5th April 2022, the relevant bonus period will be 6th April 2021 to 5th April 2022.

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

For this report, the bonuses identified as being received by staff were: Introduce a Friend Award, Long Service Awards (with 2, 5, 10, 15 or 20 years continuous service), Covid Disruption Payment, Probationary Award (awarded to staff who passed probationary period), New Parent Voucher, Birthday Voucher, Retirement Voucher and Learning Disability Christmas Voucher (paid to Learning Disability Services' staff working over Christmas 2021).

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

Southdown

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Southdown is an exempt charity registered with the regulator of social housing (L1829).
Southdown is also a registered society under the Co-operative and Community Benefit Societies Act 2014 (20755R)