

# Gender Pay Gap Report

## 2023



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

Sussex-based not-for-profit care,  
support and housing provider since 1972

**Southdown**  
[www.southdown.org](http://www.southdown.org)



# 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. In low paid traditionally female work, gender pay parity is more likely. The Office for National Statistics (ONS) report that the care workers and home carers pay gap for 2023 was -0.3; this means that women earn more than men. This is in contrast to the national picture with an average gender pay gap for full time workers of 7.7% (in favour of men) although this is an improving picture (Office for National Statistics (ONS), released 1 November 2023, ONS website, statistical bulletin, Gender pay gap in the UK: 2023).

Southdown operates an equitable and transparent pay structure which utilises 'pay bands' and 'spinal points'. Employees automatically progress through spinal points each year as their skills and knowledge develop until reaching the top of their band. Given there is no discretion in awarding pay, there is consequently little room for bias. Additionally, Southdown monitors key recruitment and performance indicators including the ratio of applicants to offer by gender; there is no indication of any disparity. We have eighteen members of our Leadership Team of which eleven are women.



# 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, the proportion of males and females receiving a bonus payment and the proportion of males and females in each quartile by band (please refer to tables 1-4, p.5-6). In addition, we have included data on the gender pay gap in relation to full time and part time employment (please refer to tables A-F, p.6-8) as this is seen as relevant to both the sector Southdown operates in and our employees.

## Mean and median pay gap

- We had 2 more female staff and 19 more male staff than in 2022 (total of 21 more staff).
- Southdown's median pay gap has decreased by 0.58% since the 2022 Pay Gap Report to 0.00%. This is a return to our 2020/21 position.
- Our mean pay gap has also decreased by 0.19% to 5.64%, but remains higher than that reported in 2021 (at 3.50%), although is the same as the 2020 result. Overall, these figures are influenced by the upper quartile of pay at +8.5%.

## Pay gap by quartiles

- Our Gender Pay Gap by Quartiles show:
  - Quartile 1: a decrease of 2.52% in favour of women to -1.81%.
  - Quartile 2: an increase of 1.35% in favour of men to 0.88%.
  - Quartile 3: a decrease of 0.68% in favour of men to 1.00%.
  - Quartile 4: an increase of 0.51% in favour of men to 9.01%.
- Changes since the 2022 report to our pay gap in favour of men in Quartiles 2 and 4 have been investigated. Whilst overall there are less men in Quartile 2 compared to 2022, there are now more men in the top half of the quartile which influences the pay gap.
- Quartile 4 remains our highest pay gap. There are more men in this quartile than there were in 2022. As in previous years, the pay gap is largely influenced by 3/5 of our most senior positions being occupied by men including the CEO. When removing the senior team from the calculations, the total pay gap for Quartile 4 is reduced to 5% with 1% pay gap in the lower paid half and 4% in the upper paid half of the quartile.

## Bonus pay gap

- The bonus pay gap has increased since 2022. The median figure has increased by 1.30% and the mean by 9.68%. It continues to be the case that more women work part time compared to men which affects pro-rata bonus payments. In 2023, 52% of women in receipt of a bonus were part time compared to 37% of men.
- Of those that didn't receive a bonus, 70% were women but this is attributable to bank staff who were not eligible and primarily female.

## Part time and full time pay gap

- There is a 0% median pay gap between employees working part time. The mean is -0.59% in favour of women.
- The pay gap between employees who work full time has increased again in 2023 and this is because there are 3% more men in the upper pay quartile this year.
- It remains the case that we have a significant full time/part time pay gap whether it be female to female comparisons, male to male, or female to male. However, this is largely due to the greater number of employees who work full time in senior positions.
- Proportionally more men work 30+ hours than women, and even more work 37+ hours. This is in line with societal trends where women tend take on greater caring responsibilities and work less hours to enable this.

## 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 and 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**  
**November 2023**

# Results Tables 2022/23

**Note 1:** Table 1-4 are legally required; Tables A-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)	£12.71 ↑ £1.47	£13.74 ↑ £1.24	549 ↑ 2
Male (all)	£12.71 ↑ £1.40	£14.56 ↑ £1.29	255 ↑ 19
Pay gap	<b>0.00%</b> ↓ 0.58%	<b>5.64%</b> ↓ 0.19%	<b>804</b> ↑ 21

**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	£11.44 ↑ £1.49	133 ↓ 12	66.17% ↓ 7.81%	£11.30 ↑ £1.28	68 ↑ 17	33.83% ↑ 7.81%	<b>-1.81%</b> ↓ 2.52%
Lower mid quartile 2	£12.04 ↑ £1.33	141 ↑ 11	70.15% ↑ 3.82%	£12.15 ↑ £1.49	60 ↓ 6	29.85% ↓ 3.82%	<b>0.88%</b> ↑ 1.35%
Upper mid quartile 3	£13.41 ↑ £1.13	148 ↑ 5	73.63% ↑ 0.67%	£13.55 ↑ £1.06	53 =	26.37% ↓ 0.67%	<b>1.00%</b> ↓ 0.68%
Upper Quartile 4	£18.40 ↑ £0.99	127 ↓ 2	63.18% ↓ 2.97%	£20.22 ↑ £1.19	74 ↑ 8	36.82% ↑ 2.97%	<b>9.01%</b> ↑ 0.51%

**Table 3: Single figure bonus pay gap**  
**Relevant employees**

	Median bonus pay	Mean bonus pay	No. of staff
Female (in receipt of bonus)	£844.99 ↑ £721.48	£830.10 ↑ £700.71	490 ↓ 15
Male (in receipt of bonus)	£901.73 ↑ £771.73	£911.70 ↑ £783.24	224 =
Pay gap	<b>6.29%</b> ↑ 1.30%	<b>8.95%</b> ↑ 9.68%	<b>714</b> ↓ 15

**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	490 ↓ 15	570 ↑ 4	<b>85.96%</b> ↓ 3.26%
Male	224 =	258 ↑ 16	<b>86.82%</b> ↓ 5.74%
All staff	714 ↓ 15	828 ↑ 20	<b>86.23%</b> ↓ 3.99%

**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)	£13.23 ↑ £1.08	£14.62 ↑ £1.40	324 ↓ 6
Male (full time)	£13.67 ↑ £1.29	£15.51 ↑ £1.49	177 ↑ 5
Pay gap	<b>3.28%</b> ↑ 1.35%	<b>5.77%</b> ↑ 0.08%	<b>501</b> ↓ 1



**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)	£11.61 ↑ £0.74	£12.47 ↑ £1.06	225 ↑ 8
Male (part time)	£11.61 ↑ £0.74	£12.40 ↑ £1.12	78 ↑ 14
Pay gap	<b>0.00%</b> =	<b>-0.59%</b> ↑ 0.55%	<b>303</b> ↑ 22

**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)	£11.61 ↑ £0.74	£12.47 ↑ £1.06	225 ↑ 8
Male (full time)	£13.67 ↑ £1.29	£15.51 ↑ £1.49	177 ↑ 5
Pay gap	<b>15.09%</b> ↑ 2.89%	<b>19.59%</b> ↑ 0.98%	<b>402</b> ↑ 13

**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)	£11.61 ↑ £0.74	£12.47 ↑ £1.06	225 ↑ 8
Female (full time)	£13.23 ↑ £1.08	£14.62 ↑ £1.40	324 ↓ 6
Pay gap	<b>12.21%</b> ↑ 1.74%	<b>14.67%</b> ↓ 0.97%	<b>549</b> ↑ 2

**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)	£11.61 ↑ £0.74	£12.40 ↑ £1.12	78 ↑ 14
Female (full time)	£13.23 ↑ £1.08	£14.62 ↑ £1.40	324 ↓ 6
Pay gap	<b>12.21%</b> ↑ 1.74%	<b>15.18%</b> ↓ 0.51%	<b>402</b> ↑ 8

**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)	£11.61 ↑ £0.74	£12.40 ↑ £1.12	78 ↑ 14
Male (full time)	£13.67 ↑ £1.29	£15.51 ↑ £1.49	177 ↑ 5
Pay gap	<b>15.09%</b> ↑ 2.89%	<b>20.07%</b> ↑ 0.54%	<b>255</b> ↑ 19



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