



Different but Equal

Gender Pay Gap Report

Year 18/19 reporting

Introduction

Welcome to Solihull Community Housing (SCH) Gender Pay Gap Report.

This is SCH's second annual report under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduced in for public sector organisations with 250 employees or more on the '**snapshot date**' of the **31 March every year**.

Gender pay gap analysis shows the difference in average pay between all men and women in a workforce, expressed as a percentage of men's earnings. 'Workers' are defined as those who count as 'employees' under the Equality Act 2010, and may include some self-employed people.

Gender pay reporting is different to Equal Pay. They both deal with matters of pay but Equal Pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The provisional earnings data produced by the Office of National Statistics in October 2018 suggested in the UK today that the overall mean gender pay gaps are 17.1% and a median of 18.4%.

Under the regulations employees who work part time or who job share are counted for **each** job they do as an employee.

For the purpose of counting the number of employees in SCH, they are based on head count per worker.

There are two terms used for employees for the required calculations:

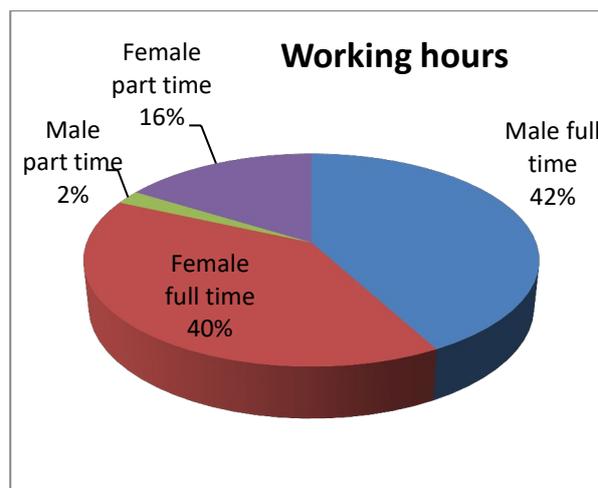
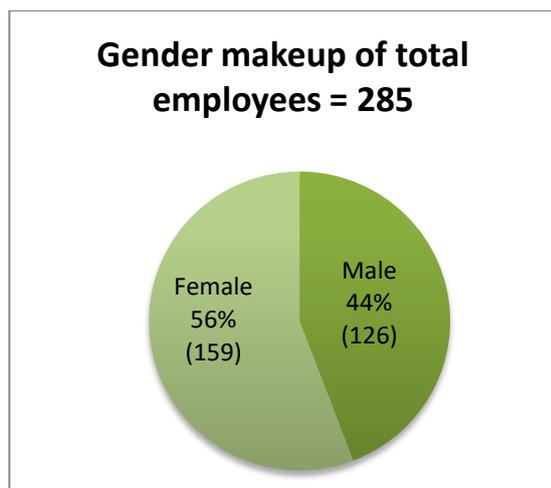
- **Relevant employees** include those who are being paid less than their usual basic pay or piecework rate, or nil or deductions in their pay. This can include deductions for unpaid leave for example, or if someone is on maternity leave and in receipt of statutory maternity pay that is lower than their normal pay or even due to working reduced hours.

Relevant employees are only included in **bonus** gender pay gap calculations.

- **Full pay relevant employees** who are paid their usual full ordinary pay (or pay for piecework). If an employee is paid less than their usual basic pay or piecework rate for reasons other than leave (for example because they have been on strike), they still count as a **full-pay relevant employee**. Full pay relevant employees are included in **all** the gender pay gap calculations.

This means that for SCH, there was **285 relevant employees** of which **252** of those employees were also classed as **full pay relevant employees** for the purposes of the gender pay gap mandatory calculations.

SCH Workforce Makeup:



The representation of the SCH females in the workforce is higher when compared to the representation of the female population of Solihull- 51.4% females to 48.5% men

The majority of staff worked full time of 30 hours or more (82%). There was a low representation of staff working part time (less than 30 hours a week). For those who worked part time, 88.5 % of them were women and 11.5% were men.

There was an equal split of women and men at Head of Service and above, with the Chief Executive being a woman. The make up and gender representation of staff within key service roles of the organisation, follow traditional roles where staff working in areas such as the contact centre, neighbourhood services and housing options were highly represented by women and men were more highly represented in services asset management and capital programmes. This is potentially where one of the biggest known drivers of the gender pay gap is along with the working hours and hourly pay for women when compared to men.

The table below sets out the makeup of all relevant employees per division based on gender across SCH:

Divisions	Male	Female	Total
Asset Management & Development	91	22	113
Customer Experience & Business Support	4	39	43
Housing & Communities	27	94	121
Senior Management	4	4	8
All Divisions	126	159	285

We recognise that offering family friendly working practices, such as part time working, is one of the many positive responses employers can make in meeting the needs of employees such as

working parents and carers. This is in addition to family friendly legal rights that include maternity, paternity, pregnancy related absences, parental leave etc.

In a recent report published by the Government Equalities Office in February 2019 on the results of the *Attitudes to equalities: the British Social Attitudes Survey 2017*, the report suggested that a majority of people supported the concept of equal participation in work, however there was some variances dependant on age, on the views on whether some jobs were suited for one gender more than another. The report stated that *'More than three-quarters (77%) of respondents said that men and women were equally suited to doing all, almost all, or most jobs'*. The results also found that attitudes varied in other areas such as, should women with children work outside the home; how paid parental leave should be divided, and 'traditional' gender norms.

Our interpretation of the report suggests that occupational segregation and gender norms are changing, but this will have a greater effect over a period of time. From the actions we set out last year we have:

- Reviewed the language to be used in job adverts to ensure they are gender neutral;
- Recognised that there is more work to do to encourage the take up of parental leave and flexible working in SCH;
- Completed the review of performance ratings and found no disadvantages in their application;
- An implementation plan to roll out a revised appraisal framework from April 2019. The new framework will differentiate performance from behaviours so that there are clear messages on how we expect staff to behave in a positive manner towards each other regardless of characteristics such as gender. This can apply for instance to eliminate negative attitudes on gender stereotypes and gender discrimination.

We are therefore building on the actions we committed to last year, by focusing on four key areas in the workplace:

1. Improve the opportunities for staff to work flexibly in the organisation subject to the needs of specific service areas;
2. Identify a series of measures designed to look at any barriers to career progression or development;
3. Increase staff confidence to apply for job opportunities irrespective of the perceived gender for that role;
4. Review and develop a number of toolkits and guidance to support managers to be consistent, fair and transparent in their decision making in areas such as recruitment, pay and reward etc.

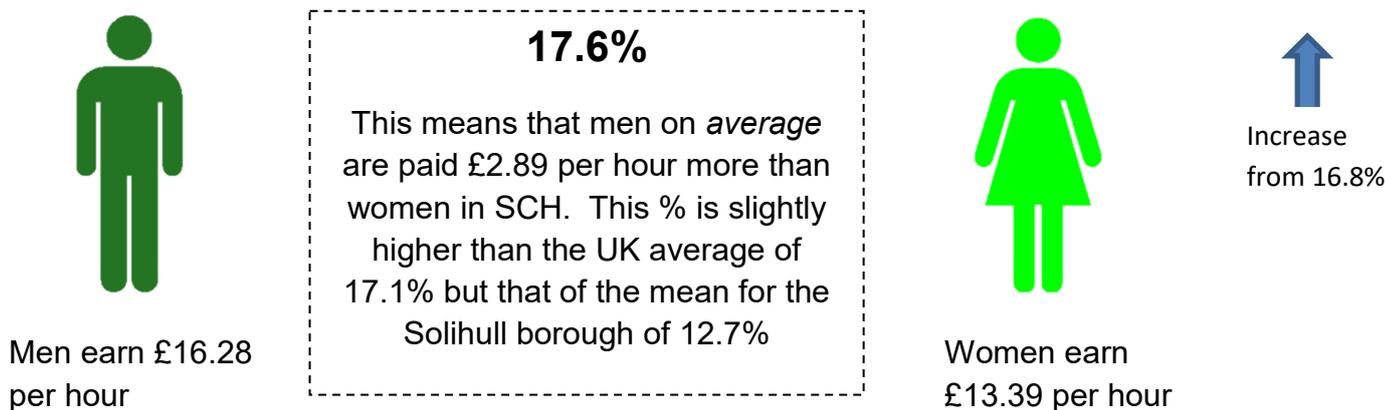
Gender Pay gap calculations for SCH

There are six calculations, four of which refer to the **mean** (average) or **median** (actual midpoint of hourly pay) gender pay gap.

Through this report, the outcome results from SCH gender pay gap figures are compared against the ONS estimates from their Annual Survey of Hours and Earnings. The ASHE covers employee jobs in the United Kingdom. It does not cover the self-employed, nor does it cover employees not paid during the reference period.

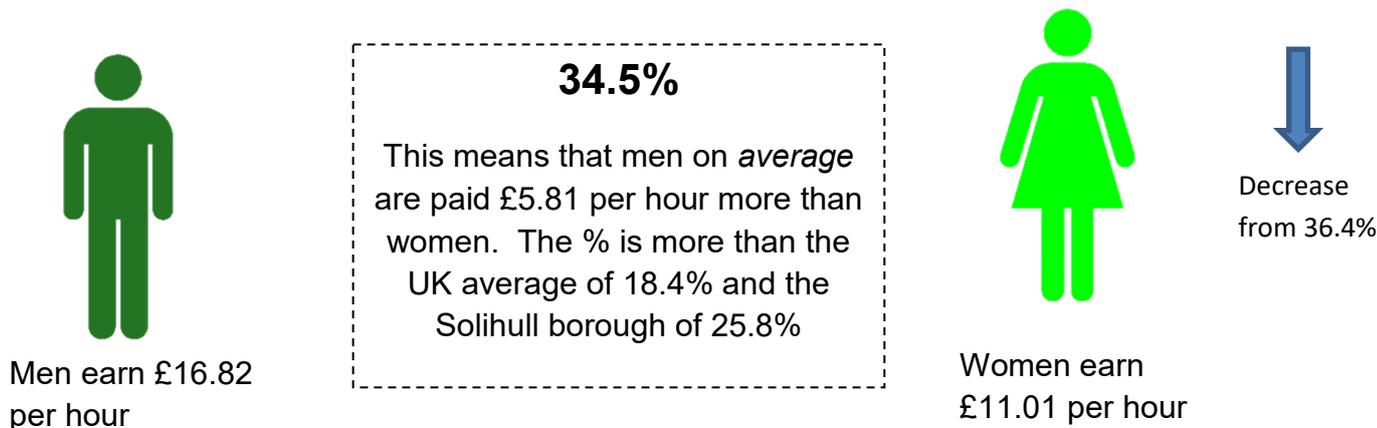
Change from
March 2018

1. The **mean** (average) gender gap is:



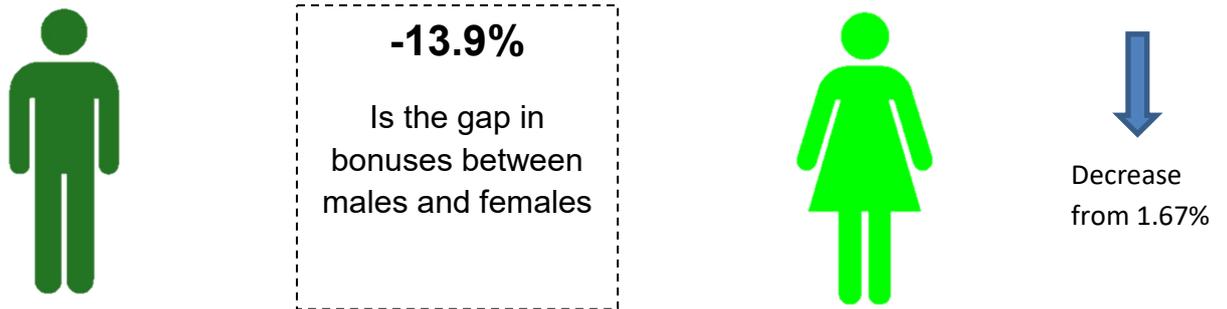
The highest representation of men in SCH worked in the Asset Management & Development Division. For women, the highest representation worked in the Customer Experience Division where over 70% of women in that division worked in the Contact Centre.

2. The **median** (actual midpoint of hourly pay) gender gap is:



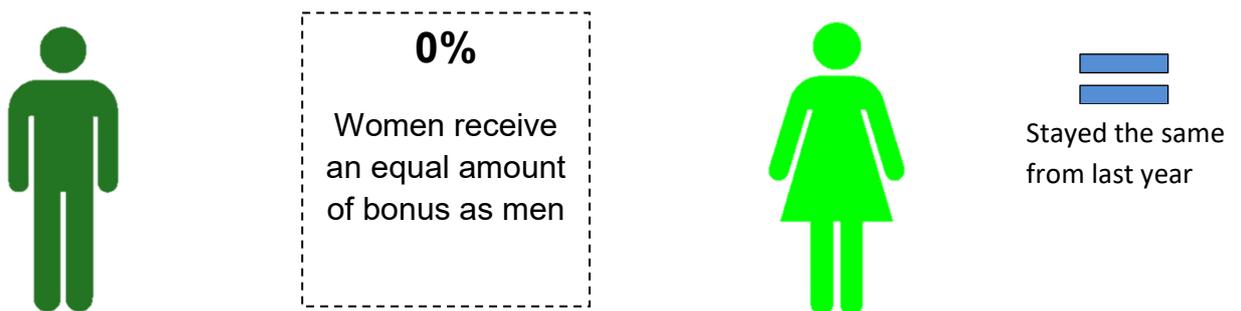
We believe that having looked at our employee data that one of the main factors contributing to the gender pay gap is the same as for the mean calculation in 1.

3. The **mean** (average) **bonus** gender pay gap is:

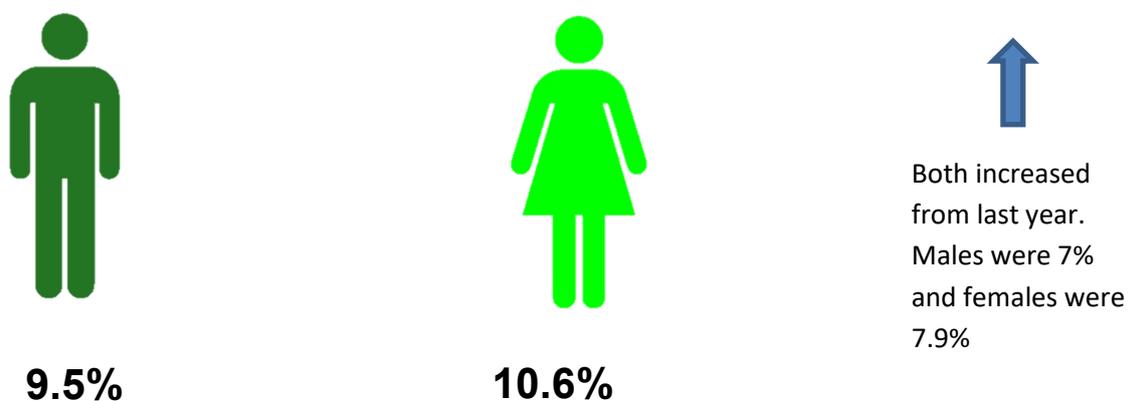


Although this figure presents a gap in favour of women, it does distort the true position which is due to the higher number of women in SCH receiving a one off non consolidated lump sum payment due to them being on the top of their salary band (due to length of service) and achieving an Outstanding award for their work performance during that year.

4. The **median** (actual midpoint of) bonus gender pay gap is:



5. The **proportion** of males and females receiving a bonus:



Similar to last year, the majority of employees receiving a bonus worked full time. This was for both male and female employees. The figure is slightly higher for females due to the representation of women across SCH.

6. The proportion of males and females in each quartile pay band:

This calculation divides all full pay relevant employees into four equal groups ordered from the highest to lowest hourly pay for males and females. Comparing results between the quartiles will indicate the distribution of full-pay relevant male and female employees across the organisation.

Quartile	Male	Female	Total employees	% Male	% Female
Upper earnings (£17.88 and above)	47	16	63	74.6	25.4
Upper middle earnings (£14.15 - £17.88 per hour)	31	32	63	49.2	50.8
Lower middle earnings (£11.01 – £13.89 per hour)	23	40	63	36.5	63.5
Lower earnings (Less than £11.01 per hour)	18	45	63	28.6	71.4

Quartiles displayed in a comparative bar chart:

