



Gender Pay Gap Reporting Narrative – for Salix Homes Website

In line with the Equality Act (2010) (Gender Pay Gap Information) Regulation 2017; Salix Homes is required to publish a written statement on an annual basis, outlining the following information:

1. The mean gender pay gap
2. The median gender pay gap
3. The mean bonus gender pay gap
4. The median bonus gender pay gap
5. The proportion of males and females receiving a bonus payment
6. The proportion of males and females in each quartile band

This is Salix Homes gender pay report based on a snapshot of our position as at 5th April 2019.

The Mean Gender Pay Gap

To calculate a 'Mean Average' you add up all of the numbers and divide the result by how many numbers were in the list. Therefore, to arrive at our mean average hourly rate for females we looked at the total sum of all full pay relevant female employees on the snapshot date and then divided it by the number of full pay relevant female employees. We used the same method for males, using the data associated with males.

The mean average hourly rate for females at Salix Homes on the 5th April 2019 was £15.85, for males it was £15.18.

Therefore the mean gender pay gap was -£0.67 (-4.42%).

The Median Gender Pay Gap

To calculate a 'Median Average' you list all of the numbers in numerical order (Lowest – Highest). If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

The median average hourly rate for females at Salix Homes on the 5th April 2019 was £15.78, for males it was £13.25.

Therefore, the median gender pay gap was -£2.53 (-19.08%).

Gender Pay Gap and Bonuses

Salix Homes does not pay bonuses and therefore there is nothing to report for points 3, 4 and 5.

The Proportion Of Males And Females In Each Quartile Band

The proportion of males and females in each quartile pay band is calculated by listing colleagues from lowest to highest paid and splitting this list equally into 4 segments; each of which is referred to as a quartile. The following table shows the percentage of males and females in each quartile at Salix Homes.

Gender	Lower Quartile %	Lower Middle Quartile %	Upper Middle Quartile %	Upper Quartile %
Female	24.05%	22.78%	60.76%	37.97%
Male	75.95%	77.22%	39.24%	62.03%

What this tells us is that there is a difference between the percentage of males and females in each quartile.

What does this all mean?

Firstly, it is important to note that there is a difference between equal pay and gender pay.

Equal pay is about the difference 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. At Salix Homes our core pay structure is in line with the National Joint Committee salary scales and our Trades and Senior Management scales are bench marked with national salary guidelines we also have job evaluation in place and comply with legislation relating to equal pay.

Gender pay is about the differences in the average pay between men and women and this report helps us to understand where and why this may be occurring. The causes of the gender pay gap are often varied and overlapping.

On the date that our snapshot was taken, we had 316 full-pay relevant employees 115 females (36.39%) & 201 males (63.61%), meaning we employ significantly more males than females. A large proportion of these males are employed within our Trades, Security and Facilities Management Teams who make up approximately 40% of our workforce. The rate of pay received by colleagues within these teams is not the concern as we know they are paid appropriately, based on job evaluation or market assessments, it is the disproportionate number of males within these teams that is creating the gap by bringing the male average down as the salaries for these roles are in the lower to lower middle quartile areas.

The main cause for this gender gap originates outside of the workplace, we know that society has stereotypical representations of men and women in certain roles and that standards in careers advice and guidance for females sometimes can exclude roles such as plasterers, electricians...etc.

To help address this, as part of our recruitment processes for these types of roles, we will continue to encourage applications from females in order to create a more diverse workforce.

What this report also tells us is that, although we employ less females, females are generally more likely to be paid more than males. The only quartile that this is not the situation is in the Upper Quartile where 62.03% are male and are in the higher paid roles.

Salix Homes was awarded the Investors in People Gold Award and we are extremely proud that we achieved a ranking in the 2017 Sunday Times Top 100 in the Not for Profit Organisation category. Our colleagues continue to provide fantastic feedback that highlights what we are doing well in terms of employee satisfaction, presently at 85%.