



Gender Pay Gap report

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Gender Pay Gap Report

By 4 April 2018, all employers with over 250 employees must publish the following information by law on an annual basis:

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 of 5 April 2017.

The mean gender pay gap

To calculate a mean average, you add up all 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 hourly paid females in a period and then divided it by the number of females. We then used the same method for males, using the data associated with males.

The mean average hourly rate for females at Salix Homes on the 5 April 2017 was £14.85, for males it was £14.83.

Therefore, the mean gender pay gap was -£0.02 (-0.2).

The median gender pay gap

To calculate a median average, you firstly list all given numbers in numerical order. 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 2017 was £14.73, for males it was £12.73.

Therefore, the median gender pay gap was -£2.00 (-15.71%).

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. Quartiles are determined by splitting this list equally into 4 segments. 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	35.1%	20.81%	62.2%	39.5%
Male	64.9%	79.2%	37.8%	60.5%

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.

Measuring equal pay is about determining 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 based on their gender. 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 benchmarked with national salary guidelines. We also have job evaluation procedures in place and comply with legislation relating to equal pay.

Measuring the gender pay gap is about finding the differences in the average pay between men and women. As such, 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 363 full-pay relevant employees 143 females (39.3%) & 220 males (60.7%), meaning we employ more males than females. A significant number of these males are employed within our Trades, Security and Facilities Management Teams who make up approximately 39% of our workforce. The rate of pay received by colleagues within these teams is not the concern as we know they are paid appropriately, 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 girls 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. We will also be exploring participation in a national campaign around women into construction from April 2018, we will be targeting women for the two Repairs and Maintenance apprentice roles we will soon be advertising and continuing to highlight the opportunities for women in our recent apprentice recruitment with our contractors.

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 60.5% are male and are in the higher paid roles.

Salix Homes have been awarded the Investors in People Gold Award 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 provided fantastic feedback that highlights what we are doing well in terms of employee satisfaction.

These results will help guide us to continue our personal growth, the working environment and our customer service.



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