



Gender Pay Gap Reporting 2023



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Introduction

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 5 April 2023.



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 5 April 2023 was £20.09, for males it was £17.33.

Therefore, the mean gender pay gap was £-2.76 (-15.89%).

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 5 April 2023 was £18.56, for males it was £17.04.

Therefore, the median gender pay gap was £-1.52 (-8.92%).

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	23.61%	25%	70.83%	48.61%
Male	76.39%	75%	29.17%	51.39%

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 288 full-pay relevant employees; 121 females (42.01%) and 167 males (57.99%), meaning we employ more males than females.

Disability Pay Gap

This is calculated by taking the median hourly rates of the disabled and non disabled workforce and calculating the difference between hourly rates.

The median average hourly rate for Non Disabled at Salix Homes on the 5th April 2023 was £17.04, for Disabled it was £18.56.

Therefore, the median disability pay gap was £-1.52 (-8.92%).

There were 278 Non Disabled employees at Salix Homes on the 5 April 2023 and 10 employees who have declared a disability.

Ethnicity Pay Gap

This is calculated by taking the median hourly rates of colleagues that have identified as being Non White British and the hourly rate of White British and calculating the difference between hourly rates.

The median average hourly rate for White British at Salix Homes on the 5th April 2023 was £18.56, for Non White British it was £13.38.

Therefore, the median ethnicity pay gap was £5.18 (27.91%).

There were 202 White British employees at Salix Homes on the 5 April 2023 and 23 employees who have identified themselves as being of other Ethnic Origin.

There were 63 employees that have not recorded their Ethnicity.



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