



**Solihull**  
Community Housing  
Shaping our neighbourhoods

# Gender Pay Gap Report

March 2023

# Introduction

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

This is the annual report under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduced for public sector organisations with 250 employees or more on the 'snapshot date' of the 31 March every year. **This report covers the period and snapshot date as at the 31 March 2022.**

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 and looks at the mean and median average. Both equal pay and gender pay gap reporting 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 **mean**, commonly known as the average, is calculated for the gender pay gap when you add up the hourly rates of all male full pay relevant employees and divide the figure by the number of male employees and then do the same for female full pay relevant employees. Once this is completed you compare the two average hourly rates.

The mean gender pay gap is the percentage difference between average male pay and female pay. For example, if the mean hourly rate for a male is £10 and the mean hourly rate of a female is £8, then the gender pay gap amount is £2 less or 20%. So for every £100 earned by a man, a woman would only earn £80.

The **median** is the figure that falls in the middle of a range when male then female hourly rates are lined up from smallest to largest. The **median** gap is the difference between the employee in the middle of the male hourly rate and the middle employee in the range of female hourly rate. The figure is then expressed, in GPG reporting terms, as a percentage.

For the purpose of counting the number of employees in SCH, it is based on head count per worker and may include individuals who have a contract personally to do work for the organisation, which could include those who are self-employed.

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

**Relevant employees** covers all employees, including 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** gender pay gap calculations.



# SCH Workforce Makeup

As at 31 March 2022, Solihull Community Housing had **301 relevant employees** of which **292** of those employees were also classed as **full pay relevant employees (FPR)** for the purposes of the gender pay gap mandatory calculations. This means that most of the calculations given on gender pay gaps will reflect the FPR employees which is 97% of the organisation.



SCH follows the statutory guidance by the Government for Gender Pay Gap that defines Gender as male or female/men and women.

The representation of the women in the SCH workforce is higher at 57% when compared to the representation of the female population from the Solihull Census 2021 of 51.5% females to 48.5% men.

Out of the total workforce, 84% (254 staff) worked full time leaving 16% (47 staff), who worked part time. When comparing the existing data with data at 31 March 2021, there was a slight increase of two percentage points in the proportion working part time.



There was 52% (131 women) who worked full time (30 hours or more) compared to 48% (123 men). For part time working, it was 89% of women (42) and 11% of men (five).

As at 31 March 2022, SCH was made up of four service divisions covering different areas of the business operation.

The table below sets out the makeup of all employees by gender representation, the percentage (%) of the workforce they reflect, the gender pay gap by amount in (£) and by percentage (%).

Directorate	No. of male staff	% of male staff	No. of female staff	% of female staff	Total staff	Mean gap £	Mean gap %
Asset Management & Business Development	79	74.5%	27	34.2%	106	3.67	18.2%
Customer Service Transformation & Business Support	10	18.5%	44	81.5%	54	4.13	20.5%
Housing & Communities (SCH)	34	26.6%	94	73.4%	128	-0.72	-4.3%
Senior Management	2	66.7%	1	33.3%	3	-29.60	-54.4%
					291		

Further deeper analysis is required to understand the changes from March 2021 in the first two divisions listed where the mean gap increased from 10.1% to 18.2% in the Asset Management directorate but decreased by 9% in the Customer Service directorate. The favourable gap towards women in Housing and Communities remains relatively similar to March 2021.

Figures as at 31 March 2021:

Directorate	No. of male staff	% of male staff	No. of female staff	% of female staff	Total staff	Mean gap £	Mean gap %
Asset Management & Business Development	89	77.4%	25	22.6%	114	1.68	10.1%
Customer Service Transformation & Business Support	7	13.5%	44	86.5%	51	5.91	29.5%
Housing & Communities (SCH)	33	25.8%	94	74.2%	127	-0.68	-4.9%
Senior Management	3	75.0%	1	25.0%	4	-21.49	-44.4%
					296		

Findings from employee data analysis shows no substantial changes to the make up of male and female representation across divisions from the previous year.



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

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



**10.5%**

Average hourly rates have increased for both men and women however, men are paid £2.06 per hour more than women on average in SCH.



Men earn on average £19.58 per hour compared with women earning an average of £17.52 per hour. The gap in average mean hourly rates improved from 13.9% in March 2020 to 11.7% in March 2021 to 10.5% in March 2022.

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



**20.4%**

This means that men are paid £4.04 per hour more than women on average at the median point. This percentage is calculated by taking the value gap in £ and comparing it against the hourly rate of what men earn.



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



**2.4%**

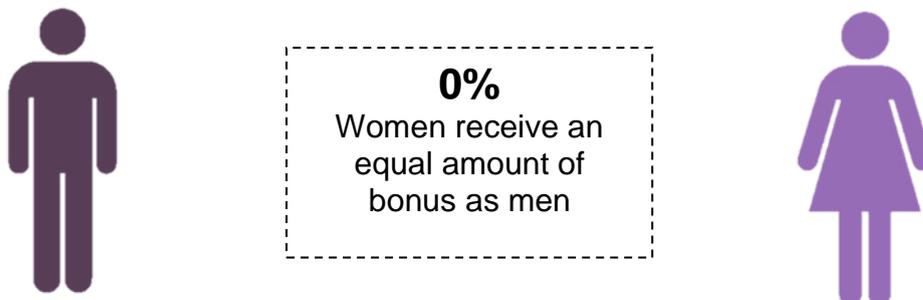
Is the gap in bonuses between men and women



The mean average hourly rate increased from 1.9% in March 2021 to 2.4% in March 2022. A negative gender pay bonus gap indicates that women are receiving higher average pay bonuses than men. As with any pay gap, it is important to understand if the pay difference is explainable and justifiable.

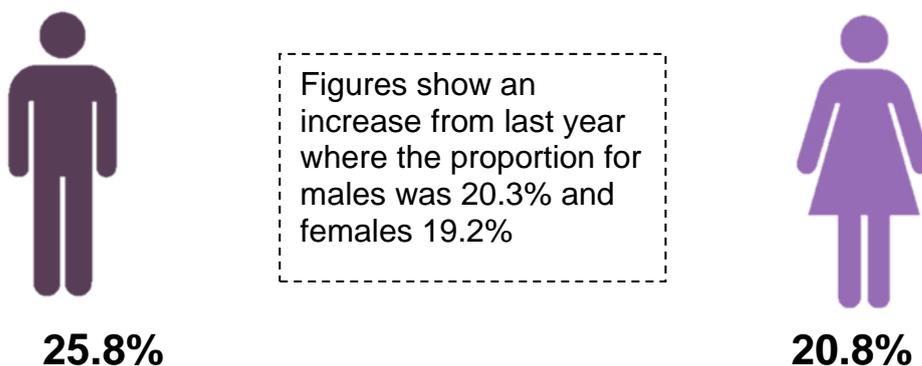
In terms of the public sector, bonus pay means any remuneration that is in the form of money or vouchers that relates to productivity, performance, incentive or commission. In SCH, this covers performance payments and long service awards. Due to the higher number of women in SCH and those achieving an Outstanding award for their work performance during that year some resulting in receiving one off non-consolidated lump sum payments due to them being on the top of their salary band (due to length of service).

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



This figure has remained the same as March 2021.

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



Like last year, many employees receiving a bonus worked full time. This was for both male and female employees.

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 on the next two tables will indicate the distribution of full pay relevant male and female employees across the organisation.



As at 31 March 2022:

Quartile	Male	Female	Total staff	% Male	% Female
Upper earnings (£22.57 per hour and above)	44	29	73	60.3	39.7
Upper middle earnings (£16.61 to £22.40 per hour)	32	41	73	43.8	56.2
Lower middle earnings (£13.82 to £16.61 per hour)	32	41	73	43.8	56.2
Lower earnings (On or below £13.70 per hour)	18	55	73	24.7	75.3

As at 31 March 2021:

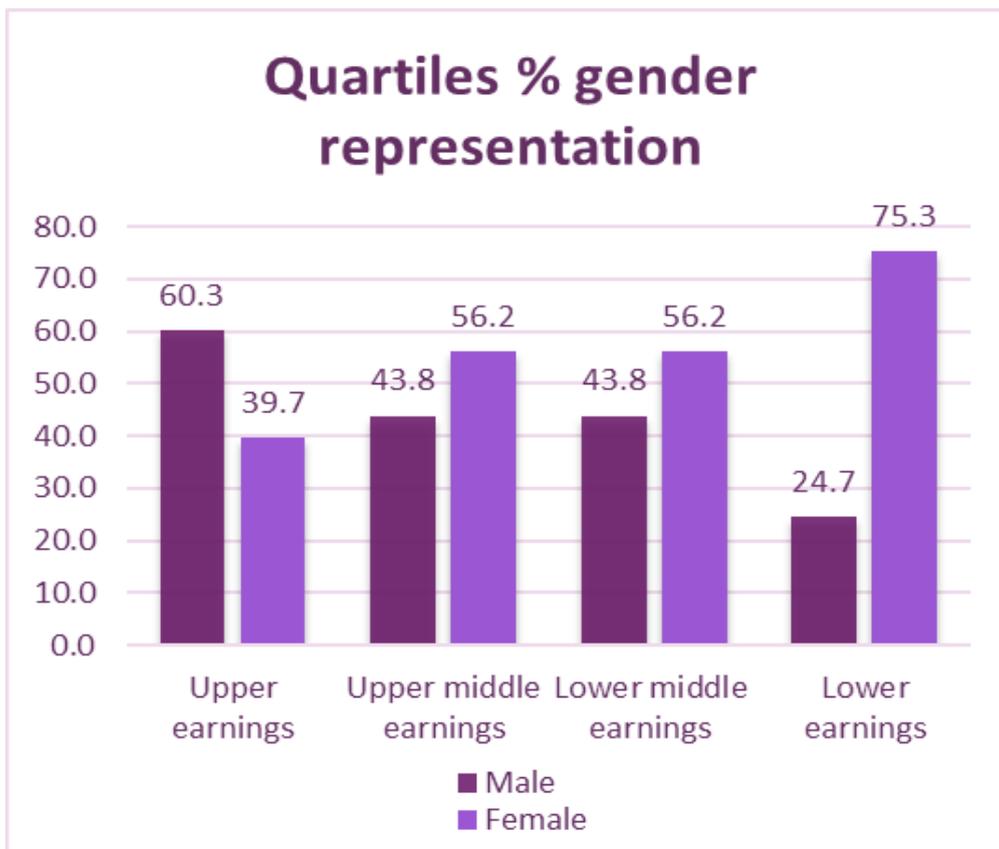
Quartile	Male	Female	Total staff	% Male	% Female
Upper earnings (£18.75 per hour and above)	46	28	74	62.2	37.8
Upper middle earnings (£18.51 - £14.36 per hour)	30	44	74	40.5	59.5
Lower middle earnings (£14.31 – £11.72 per hour)	38	36	74	51.4	48.7
Lower earnings (On or below £11.57 per hour)	19	56	75	25.3	74.7

Although the proportion of women in the lower earning quartile has increased marginally, there has also been a small increase in the proportion of women in the highest earning quartile.

There has been an increase in the number of women in the lower middle earnings quartile and a small decrease in the number in the upper middle earnings quartile. Overall, pay rates can be seen to have increased across the board.



Quartiles representative at 31 March 2022:



# Progress on gender pay gap action plan to March 2023

This forms part of the overarching equality and diversity action plan for SCH.

Action		Intended Outcome	Due date	Comment
1	Analyse SCH employee data for women at the stages of recruitment and leaving the organisation over the last 3 years.	To understand the level of women into and leaving roles and professions across SCH and where they are underrepresented to help identify barriers, and actions to tackle negative differences.	Oct 2022	Short review of recruitment data analysed however SCH has been unable to progress until the Oracle Cloud project at the Council is completed that will enable this information to be captured and analysed. This action will be carried over to year 2023/2024.
2	Produce new ways and material in the workplace to give a positive messages to encourage men and women to share child care responsibilities if they wish.	National evidence suggests that the take up of men sharing childcare responsibilities are proportionately lower than women and we want to ensure that we support positive messages to shared caring responsibilities	Dec 2022	With SCH
3	Measure take up of shared leave or parental leave requests	To see if these workplace opportunities are being realised	March 2023	Unable to progress until Oracle Cloud project at the Council is completed that will enable this information to be captured and analysed. This action will be carried over to year 2023/2024.
4	Wherever possible, make jobs across all levels and job types more flexible and in line with policy on blended working.	Provide as much flexibility to work life balance as possible and remove any barrier to this being achieved	On going	With SCH  Working from home is still on going and encouraged.
5	Implement new initiatives to attract opposite genders to traditional occupational and service type roles. For example, more males in the Customer Service Contact Centre	To achieve greater gender balance across job roles and professions	On going	With SCH

## New action plan to March 2024

Action		Intended Outcome	Due date
1	Analyse SCH employee data for women at the stages of recruitment and leaving the organisation over the last 3 years.	To understand the level of women into and leaving roles and professions across SCH and where they are underrepresented to help identify barriers, and actions to tackle negative differences.	October 2023
2	Measure take up of shared leave or parental leave requests	To see if these workplace opportunities are being realised.	March 2024
3	Analyse bonus payments over the last 3 years	To examine the differences between the performance scores of men and women to ensure SCH is providing equal compensation for equal work.	October 2023
4	Investing in recruitment inhouse	To ensure SCH is an employer of choice and operates in a way that is positive in the attraction, development and retention of female staff.	March 2024



# Get in touch

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