



Solihull
Community Housing
Shaping our neighbourhoods

Gender Pay Gap Report 2024

Data as of 31 March 2023

For Reporting Deadline of 4 April 2024

Introduction



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 snapshot date as at the 31 March 2023.**

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.

The number of employees in SCH 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:

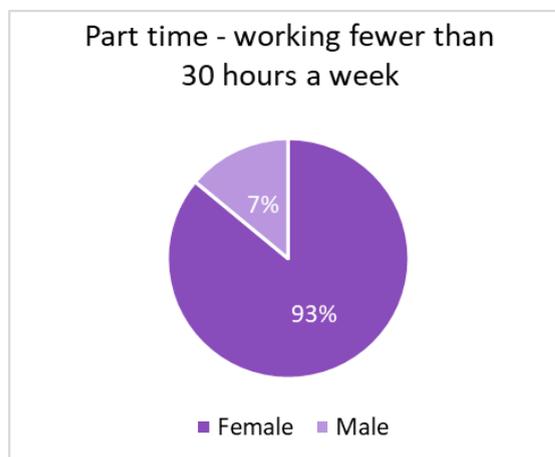
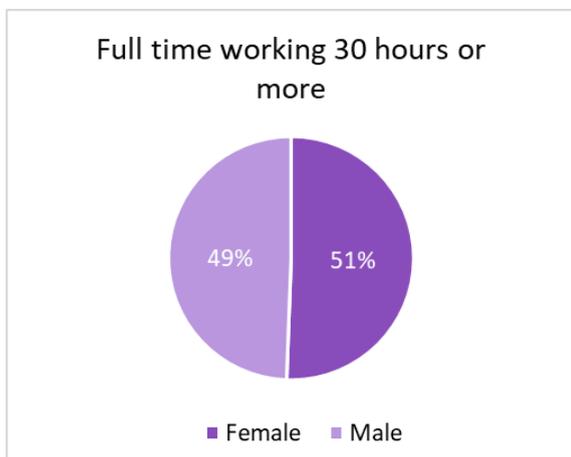
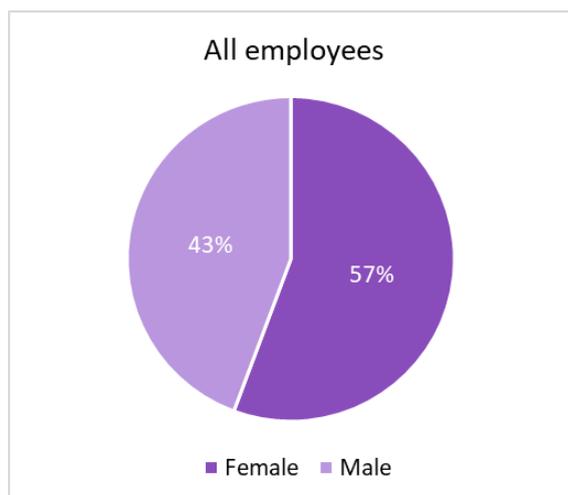
Relevant employees includes those who are being paid less than their usual basic pay or piecework rate, or nil or deductions in their pay. This can include deductions for unpaid leave for example, or if someone is on maternity leave and in receipt of statutory maternity pay that is lower than their normal 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 2023, Solihull Community Housing had **277 relevant employees** of which **250** 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 statutory calculations given on gender pay gaps will reflect the FPR employees, which is 97% of the organisation.



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 of 277 staff, 85% (235 staff) worked full-time, leaving 15% (42 staff), who worked part time.

There was 51% or 119 women who worked full time (30 hours or more) compared to 49% or 116 men. For part time working, it was 93% or 39 of women and 7% of men (3).

As of **31 March 2023**, SCH was made up of four service directorates across the business operation.

The tables below sets out the makeup of all employees by gender representation (for those subject to GPG hourly rates calculations), the percentage (%) of the workforce they reflect and the gender pay gap by amount in (£) and by percentage (%).

Figures as of 31 March 2023:

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	80	78.4%	22	21.6%	102	£3.00	16.4%
Customer Service Transformation & Business Support	5	12.5%	35	87.5%	40	-£2.38	-13.8%
Housing & Communities (SCH)	28	26.7%	77	73.3%	105	-£0.54	-3.5%
Senior Management	1	33.3%	2	66.7%	3	-£6.56	-14.6%
Total Staff	114	45.6%	136	54.4%	250	-	-

Figures as of 31 March 2022:

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	25.5%	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%
Total Staff					291		

Comparing the two years in the tables above shows that:

- A reduction in the mean GPG for Asset Management & Business Development from 18.2% in March 2022 to 16.4% in March 2023.
- There is now a favourable mean GPG towards women in Customer Service Transformation and Business Support of 13.8% in March 2023 compared to a mean GPG of 20.5% in March 2022.
- The favourable mean GPG towards women of 4.3% in Housing & Communities in March 2022 shows a slight reduction to 3.5% in March 2023.

Gender Pay Gap calculations for SCH data as of 31 March 2022

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:



Men earn on average £17.77 per hour

6.7%

Average hourly rates have increased for both men and women however, men are paid £1.19 per hour more than women on average in SCH. This percentage is calculated by taking the value gap of £1.19 and comparing it against the hourly rate of what men earn.



Women earn on average £16.58 per hour

On average, men earn £17.77 per hour compared with women earning an average of £16.58 per hour. The gap in average mean hourly rates improved from 10.5% in March 2022 to 6.7% in March 2023.

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



13.8%

This means that men are paid £2.35 per hour more than women on average at the median point.

This percentage is calculated by taking the value gap of £2.35 and comparing it against the hourly rate of what men earn.



The gap in median average hourly rate decreased from 20.4% in March 2022 to 13.8% in March 2023.

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



13.2%

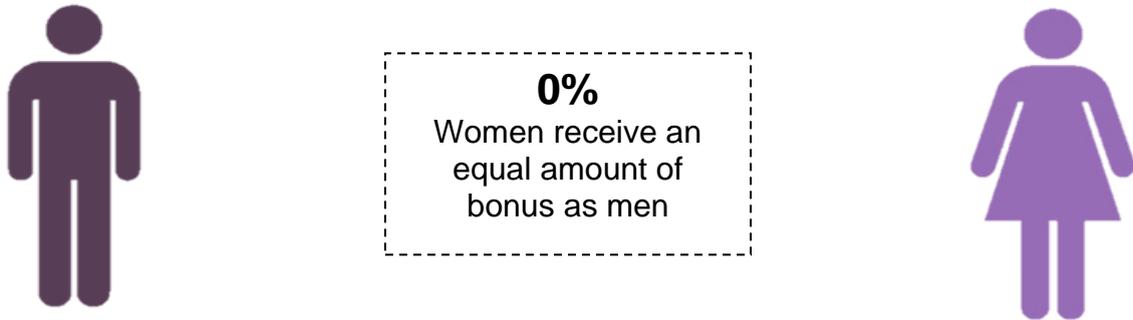
Is the gap in bonuses between men and women



The mean average hourly rate increased from 2.4% in March 2022 to 13.2% in March 2023.

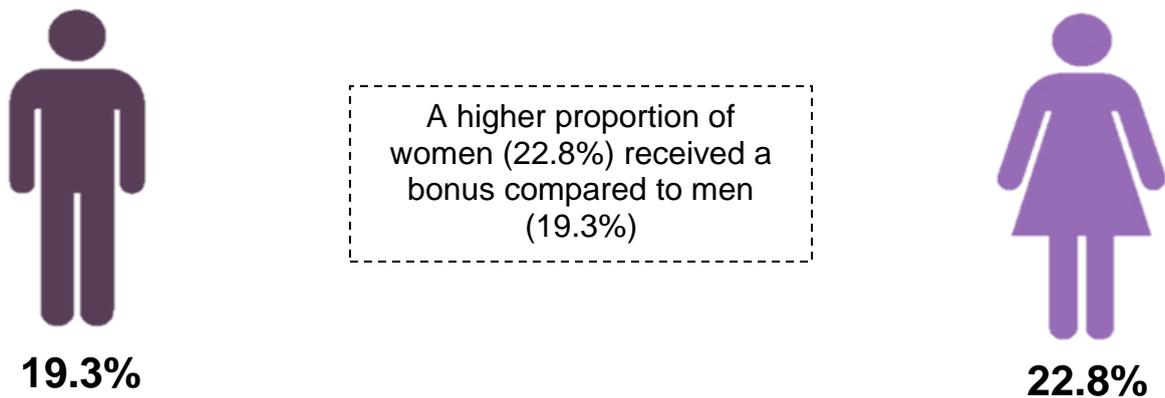
A negative gender pay bonus gap indicates that women are receiving higher average pay bonuses than men. As with any pay gap, it is important to understand if the pay difference is explainable and justifiable.

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



This figure has remained the since March 2022.

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



Figures show an increase in the proportion of women receiving a bonus compared to the previous year (22.8% in 2023 compared to 19.3% in 2022) and a decrease in the proportion of men receiving a bonus (19.3% in 2023 compared to 25.8% in 2022).

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

5. 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 table will indicate the distribution of full-pay relevant male and female employees across the organisation.

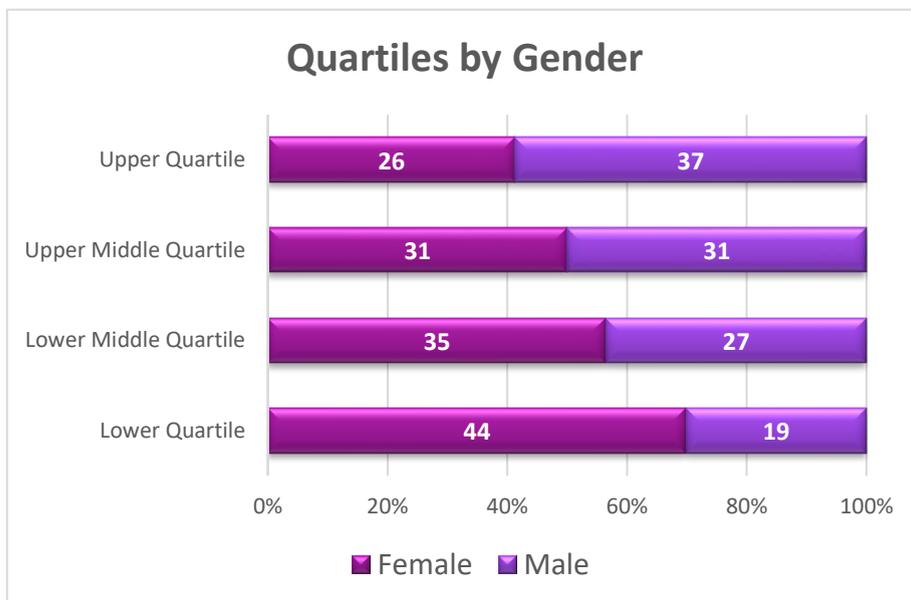
As of 31 March 2023:

Quartiles	Male	Female	Total employees	% Male	% Female
Upper earnings (£20.45 per hour and above)	37	26	63	58.7	41.3
Upper middle earnings (£20.45 to £15.61 per hour)	31	31	62	50.0	50.0
Lower middle earnings (£15.16 to £13.16 per hour)	27	35	62	43.5	56.5
Lower earnings (On or below £13.16 per hour)	19	44	63	30.2	69.8

As of 31 March 2022:

Quartile	Male	Female	Total employees	% 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

The tables show a slight increase in the proportion of women in the upper earnings quartile and a reduction in the proportion of women in the lower quartile in 2023. However, there was a reduction in the proportion of women in the upper middle quartile.



Progress on gender pay gap action plan to March 2023

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

Changes in IT systems have meant that we have been unable to deliver the proposed actions in 2023/24 so we plan to roll these actions forward to 2024/25 with due dates being rolled forward by 12 months.

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.	October 2023	Unable to progress due to Oracle Cloud report not currently being available due to changes with IT data base systems. The data will be available for analysis for 2024/2025. We will review the data availability position in April 2024.
2	Measure take up of shared leave or parental leave requests	To see if these workplace opportunities are being realised	March 2024	As above
3	Analyse bonus payments over the last 3 years	To examine the differences between the performance scores of men and women to Ensure SCH are providing equal compensation for equal work	October 2023	As above
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	Plans are in place to take this forward in 2024/25.

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