

Gender Pay Gap Reporting

Shropshire Housing Group

Introduction

In 2017 the government introduced new legislation making it a statutory requirement for organisations employing over 250 or more colleagues on the payroll to produce an annual report on their gender pay gap. Organisations must publish

- Mean gender pay gaps
- Median gender pay gaps
- Mean gender bonus gaps
- Median gender bonus gaps
- The proportion of men and women who received bonuses
- The proportion of male and female colleagues in each pay quartile.

The gender pay gap is different to equal pay.

HHL supports fair treatment and reward for all its colleagues. This report details the information required and provides a narrative to support the data.

The Data

SHG in April 2017 (The snapshot period) consisted of 260 employees of which 237 are affected by the gender pay gap reporting.

131 Males 55.5 %

106 Females 45.5 %

The mean pay gap
25.85 % difference between men and women

The median pay gap
6.67 % difference between men and women

The mean bonus gap
82.7%

The median bonus gap
82.7%

Percentage of employees who received bonus
1.3 %

Proportion of male and females per quartile

Gender Pay Gap | Lower quartile male 46.7 % female 53.3 %

Gender Pay Gap | Lower middle quartile male 43.3% female 56.7%

Gender Pay Gap | Upper middle quartile male 65.5 % female 34.5 %

Gender Pay Gap | Upper quartile male 66.7 % female 33.3 %

Summary

In order to understand the data in more detail it is important to understand the key functionality of the organisation and the demographics. SHG consists of a board, committee members, a chief executive, directors and a range of colleagues with wide ranging professions and skill sets.

SHG is a Housing Association based in rural Shropshire where unemployment is low. The association promotes flexible and part time working in many roles and has mixed central support teams, housing teams and trades and assets colleagues.

Closing the gender pay gap

SHG has made progressive steps over the years to promote not only women in the work place, to close the gender pay gap but also to promote equality in the work place as a wider strategy.

SHG has recently merged with HHL (Herefordshire Housing Limited) to create Connexus in July 2017.

Connexus is currently reviewing their pay levels and full set of terms and conditions as part of a wide total reward strategy for all colleagues.

As Connexus we recognise the importance of having the right colleagues in the right roles with fair and equitable reward packages. We endeavour to reduce the gender pay gap with;

- committed regular reviews of pay/scales and increments
- proactive recruitment
- talent management
- offering flexible working
- introduction of new technologies to support different ways of working
- networking with other organisations/charities/groups and partners
- colleague consultation
- revision of terms and conditions of employment
- operating with a total reward strategy to meet business and colleagues needs
- continued commitment to the apprenticeship offer
- enhanced commitment to colleague learning & development

We have a clear 3 year People Strategy, L&D strategy and apprenticeship offering in line with above.

Declaration

We confirm that the calculations have been carried out in line with the regulations.



Telephone | 0300 303 1190 Fax | 0158 867 6280 Email | SHenquiries@shropshirehousing.org.uk www.shropshirehousing.org.uk





Registered in England & Wales No. 27191R
Homes and Communities Registration No. L3943
VAT No. 905 0033 77



Registered in England & Wales No. 30269R
Home and Communities Registration No. L4494
VAT No. 905 0033 77

Registered office: The Gateway | The Auction Yard |
Craven Arms | Shropshire | SY7 9BW



Registered in England & Wales No. 30241R
Homes and Communities Registration No. L4493
VAT No. 905 0033 77



Company Registration No. 6178863
VAT No. 905 0033 77

Edinburgh House | New Street | Wem | SY4 5DB