

Gender Pay Gap Reporting

Connexus in April 2018

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.

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

Connexus is a combination of companies.

The data

Connexus in April 2018 (The snapshot period) consisted of 617 employees which are affected by the gender pay gap reporting.

316 Males (51.2%)
301 Females (48.8%)
617 total

The mean pay gap
11.14 % difference between men and women

Say hello

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> Registered Regulator of Social Housing Number: L4494 > Financial Conduct Authority Number (England & Wales): 30269R

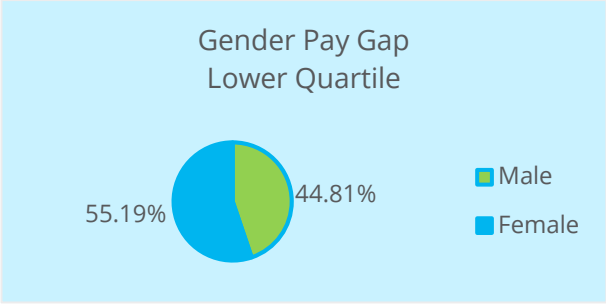
The median pay gap
14.55% difference between men and women

The mean bonus gap
98.69%

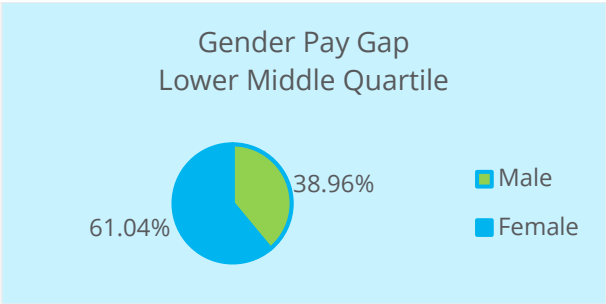
The median bonus gap
100%

Percentage of employees who received bonus
70 out of 316 relevant male employees received a bonus (22.15 %)
1 out of 301 relevant female employees received a bonus (0.33%)

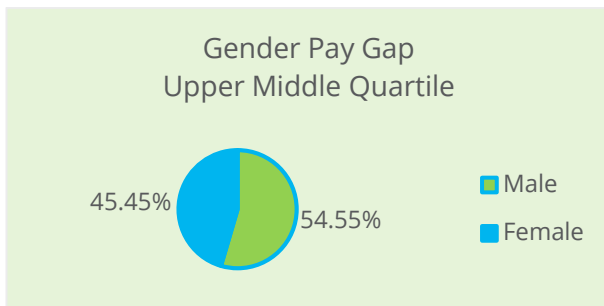
Proportion of male and females per quartile



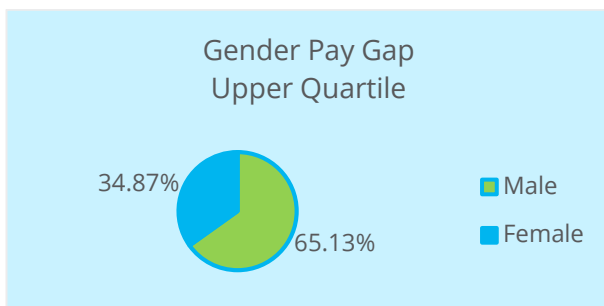
Male 44.8%
Female 55.2%



Male 39%
Female 61%



Male 54.6%
Female 45.4%



Male 65.1%
Female 34.9%

Summary

In order to understand the data in more detail it is important to understand the key functionality of the organisation and the demographics. Connexus consists of a board, committee members, a chief executive, directors and a range of colleagues with wide ranging professions and skill sets. Connexus is a Housing Association based in rural Herefordshire and Shropshire who also provides wellbeing support services in Gloucestershire and Worcester. Unemployment is at year on year low and particular skills sets are limited.

The association promotes flexible and part time working in many roles and has mixed central support teams, housing teams, wellbeing support, and trades/ assets colleagues. Even with proactive recruiting the trade's area is predominantly a male dominated area of the business and historically for this snap shot period a bonus in this area has operated which has since been suspended. In additional context, commissioned services which are contract funded drives impact on rates pay payable to colleagues due to contractual constraints.

Closing the gender pay gap

Connexus not only makes positive and constructive progressive steps to promote women in the work place and to close the gender pay gap but also to promotes fairness and equality in the work place as a wider business strategy. The Connexus Way and being One Connexus post-merger transformation is driving and delivering further flexible approaches and different ways of working to meet customer and business need whilst retaining and attractive a productive and agile workforce.

Whilst the merger happened in July 2017 there have been proactive steps to review current terms and conditions and extensive review with evidence based findings considered to create a position of harmonisation across the group, all be it still in progress. Ensuring this is done correctly and builds the shape of One Connexus for the future is taking some time, but the intention is to get this right, create an employer of choice, provide greater flexibility and adapt the way we deliver services with a flexible work force for today, tomorrow and the years to follow.

Connexus is currently reviewing their pay levels against industry benchmarked data in line with a full set of terms and conditions review as part of a wide total reward strategy and harmonisation 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/ working differently / being creative in role creation
- introduction of new technologies to support different ways of working
- networking with other organisations/charities/groups and partners
- colleague consultation and engagement
- revision of terms and conditions of employment / harmonisation
- 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 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.