



Gender pay gap report – Connexus Published April 2020 for snap shot April 2019

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 with over 250 colleagues.

The Data

This report is a snap shot in April 2019 reported in April 2020.

At the time of the snap shot Connexus employed 553 colleagues who were affected by the gender pay gap reporting.

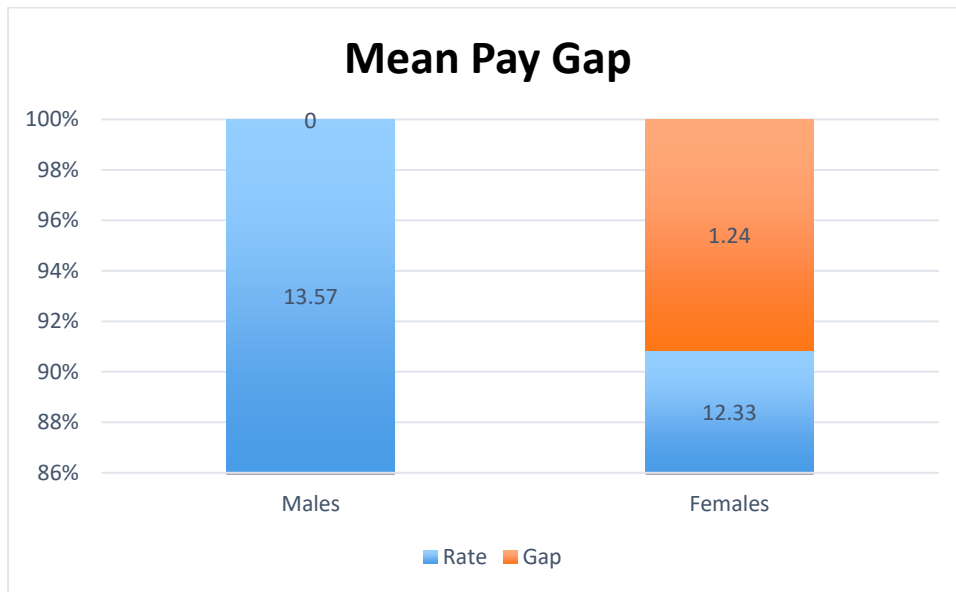
Females 259 – 46.84%

Males 294 – 53.16%

The mean pay gap

9.1% £1.24 difference between men and women

Men £13.57 and Women £12.33



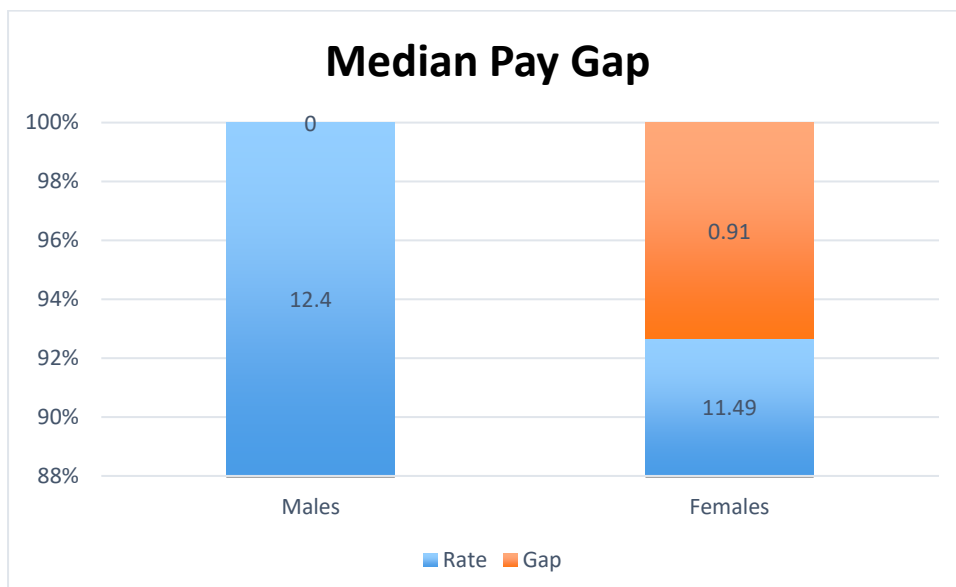
Mean Hourly Pay		
Gender	Rate	Gap
Males	£13.57	
Females	£12.33	£1.24

Mean - Females are paid £1.24 an hour less than Males

The median pay gap

7.3% £0.91 difference between men and women

Men £12.40 and Women £11.49



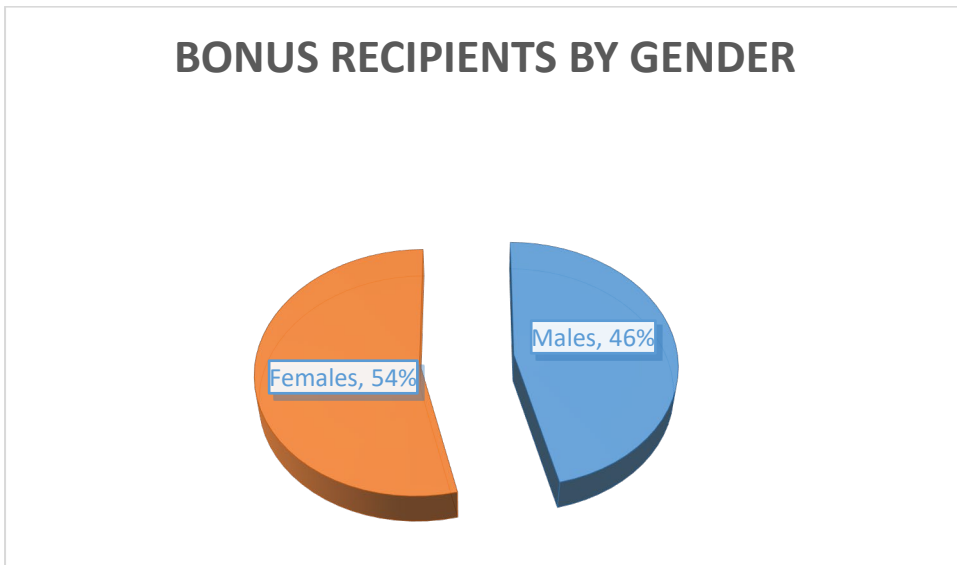
Median Hourly Pay		
Gender	Rate	Gap
Males	£12.40	
Females	£11.49	£0.91

Median – Females are paid 0.91p an hour less than males

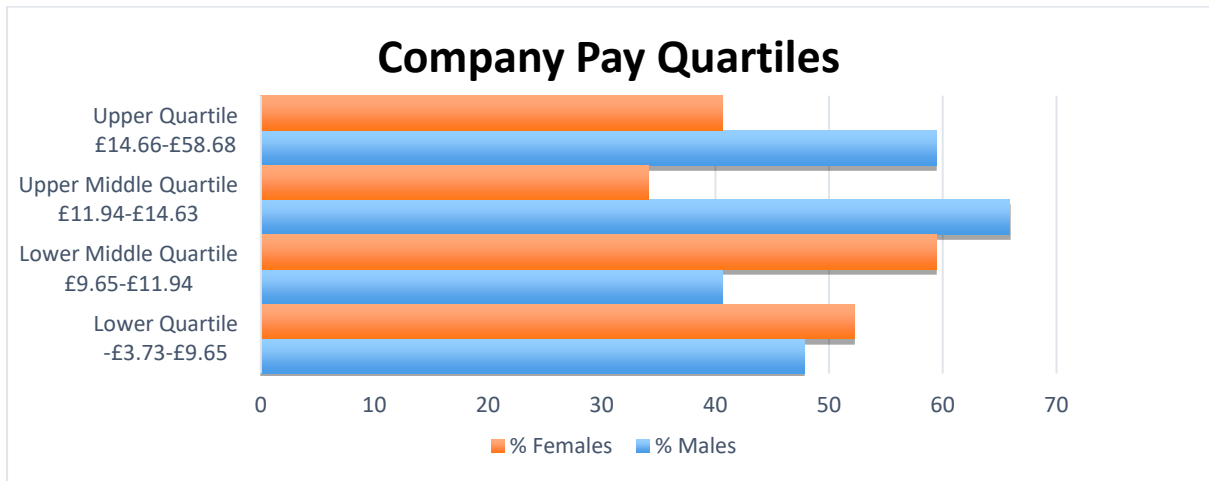
The mean bonus gap
88.9%

The median bonus gap
100%

Percentage of employees who received bonus
Male employees received a bonus 52.5%
Female employees received a bonus 61.1%



Bonus Pay Gap		
Males	Females	
52.5%	61.1%	



Quartile Analysis		
Quartile	% Males	% Females
Lower Quartile -£3.73-£9.65	47.8	52.2
Lower Middle Quartile £9.65-£11.94	40.6	59.4
Upper Middle Quartile £11.94-£14.63	65.9	34.1
Upper Quartile £14.66-£58.68	59.4	40.6

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.

Unemployment is at year on year low and particular skills sets are limited nationally and in particular in rural locations. This is an ongoing situation year on year. Connexus operates in demographic areas where people who are available for work is limited.

The Group 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.

Historically but for the final time, for this snap shot period a bonus in this area has operated which has since been removed following a full review and harmonisation of terms and conditions of employment across the Group. 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 has driven change in the way we work, which is still evolving and driving and delivering further flexible approaches and different ways of working to meet customer and business need whilst retaining and attracting a productive and agile workforce across the Group.

In 2018 and 2019 review and consultation took place and effective 1st January 2020 the group launched revised terms and conditions for the workforce.

A key driver for this was to 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. To have a set of terms and conditions which provides for attraction and retention. Pay was a significant part of this harmonisation.

At 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 in line with benchmarked data on an annual basis and more widely every three years.
- proactive recruitment – recruiting in different ways – engaging in a positive colleague journey for all colleagues
- talent management – delivering succession planning and mapping talent to needs of the sector, key drivers for demographical and skills shortages
- offering flexible working/ working differently / being creative in our role creation
- new technologies to support different ways of working across the group and it's regions / geography
- networking with other organisations/charities/groups and partners to share applicants, resources and best practice initiatives
- colleague consultation and engagement in all aspects of change to encourage the voice and empowerment in the workforce
- review operating with a total reward strategy to meet business and colleagues needs
- continued commitment to the apprenticeship offer and where this can be improved to drive through talent in skills shortages areas
- continued commitment to colleague learning & development

We have a clear People Strategy, L&D strategy and apprenticeship offering in line with above which is always under constant review with our ongoing journey.

Declaration

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