

## Gender Pay Gap Statement

As part of the Equality Act 2010 Regulations 2016 any employer with 250 or more employees is required to publish statutory calculations each year, to highlight the differences in pay between their male and female employees.

Organisations are also required to post their calculations on the government's official website, [www.gov.uk](http://www.gov.uk).

## Equal Pay

It is important to make the distinction between equal pay and gender pay gap. Equal pay is set out by law and employers must give men and women equal treatment in the terms and conditions of their employment contract if they are employed to do:

- 'like work' – work that is the same or broadly similar
- work rated as equivalent under a job evaluation study
- work found to be of equal value in terms of effort, skill or decision making.

At Trust we have a fixed pay structure and every role is paid the same regardless of the gender of the post holder.

## Gender Pay Gap

The gender pay gap however is a measure of the difference between the average earnings of men and women across an organisation and is expressed as a percentage of men's earnings.

As part of the regulations Trust must calculate the gender pay gap in hourly pay, as both a:

- Mean figure (the difference between the average of men's and women's pay)
- Median figure (the difference between the midpoints in the ranges of men's and women's pay)

The Office of National Statistics reported that the overall mean figure of the gender pay gap in the UK for 2016 was 18.1%.

This will be the first year that Trust will report gender pay gap figures and these were taken on the required snapshot date of 5 April 2017. Going forward we will publish updated results annually.

Trust's Gender Pay Gap Figures	Reported figures	Comparison figures	
		Trust overall	Office staff
What is the difference in the mean pay (average) of men and women, expressed as a percentage?	24.6%	4.3%	-11.5%
What is the difference in the median pay (middle point of the salary scale) of men and women, expressed as a percentage?	4.1%	10.3%	-11.8%
What is the proportion of men and women who received bonus pay?	None	None	None
What is the difference in the mean bonus of full received men and women, expressed as a percentage?	n/a	n/a	n/a
What is the difference in the median bonus of full received men and women, expressed as a percentage?	n/a	n/a	n/a

What is the proportion of full pay men and women in each of the 4 pay quartiles (1 = lowest paid – 4 = highest paid), expressed as a percentage?

	Males %	Female %
<b>Pay Band 1</b>	8.9%	91.1%
<b>Pay Band 2</b>	13.3%	86.7%
<b>Pay Band 3</b>	10.4%	89.6%
<b>Pay Band 4</b>	25.2%	74.8%

### Understanding the figures

Trust employs significantly more female staff (86%) than men (14%), and female employees are represented as the majority across all areas and levels of our organisation. For example, currently our senior executive team is made up of four members, three of whom are female including the Chief Executive.

Our figures show that overall the mean pay gap at Trust is 24.6% - the average salary for men is a quarter more than the average salary for women. Many of the reasons for this relate to the sector in which we operate, in particular, the general rates of pay for care and support workers and the use of flexible and part-time contracts.

Included above are comparison figures which demonstrate how the gender pay gap differs for (1) office staff and (2) the management team against the organisation as a whole.

The Trust Board and senior management welcome the transparent approach to assessing pay differences between male and female employees. We are committed to understanding further the reasons for the gender pay gap within the organisation. Throughout the next year we will investigate ways in which we can meaningfully address the gap going forward which may include lobbying for greater equality for those on the lowest wages in the sector we operate in.



**Heather Pearson**  
**Chair of the Trust Board**  
**Trust Housing Association**



**Rhona McLeod**  
**Chief Executive**  
**Trust Housing Association**