

## 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 the gender pay gap. Equal pay is set out by law and employers must give men and women equal treatment in their pay and 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 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 2020 was 15.5%.

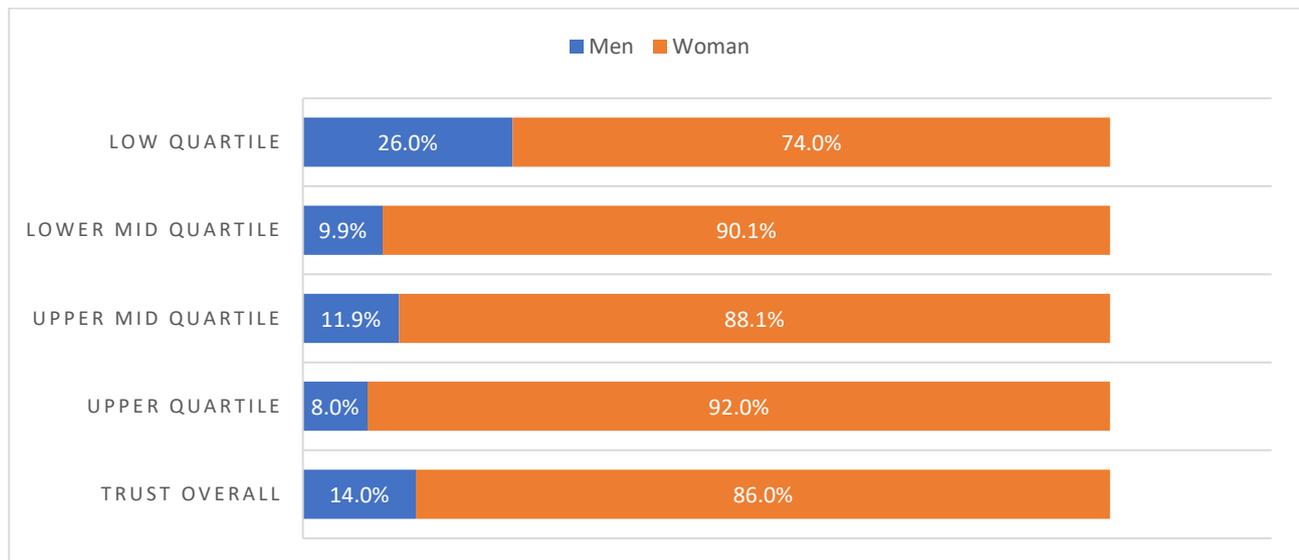
The gender pay gap figures for Trust were taken on the required snapshot date of 5 April 2020. Results will continue to be published annually.

## The figures

### Mean and median hourly rates

Men	Women	
		
£14.89	£10.67	Giving a mean gender pay gap of 28.3%
£10.37	£9.44	Giving a median gender pay gap of 9.0%

### Pay quartiles



### Bonus Payments

As a not for profit organisation Trust do not pay employees bonuses, therefore there is nothing to report in regards to mean and median bonus gender pay gap or proportion of men and women receiving a bonus payment.

## Understanding the figures

Trust employs significantly more female staff (86%) than men (14%), and female employees are represented as the majority across most areas of our organisation.

The pay gap is driven by the high proportion (80%) our employees being employed in front line care and support roles, which is generally a lower paid sector. The majority of these employees (91%) are female and hence adversely impacting the overall gender pay gap. Trust have approved a 5% pay increase for our employees within care and support roles from 1<sup>st</sup> April 2021.

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. We will continue to 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
- encouraging applicants from genders not typical to the role, e.g. more men into care and support roles and more women into IT
- continue to offer the same level of flexible working opportunities to men and women



**John Burke**  
Chair of the Trust Board  
Trust Housing Association



**Rhona McLeod**  
Chief Executive  
Trust Housing Association