

South  
Yorkshire  
Housing  
Association



[syha.co.uk](http://syha.co.uk)

# Gender Pay Gap 2018



## Summary

It is that time of year again where we are required to publish our Gender pay results. Again, the government has laid out the same 6 area's that we are required to report on. The below data sets out our results based on staff who were employed with us on 5th April 2018.

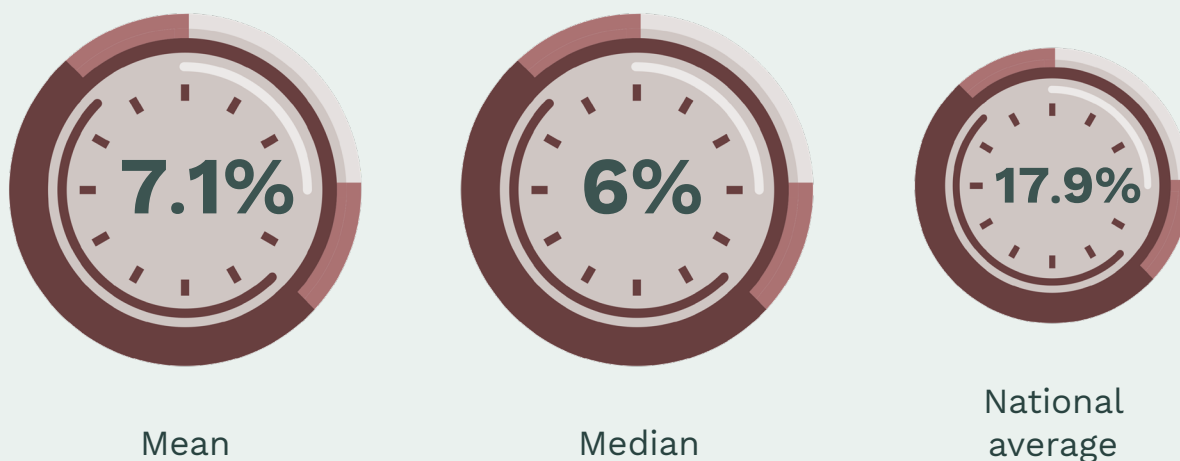
From the 6 area's outlined in the Gender Pay regulations, we are only required to report on 3 of these areas; as no bonuses (as described in the government's regulations) are paid across our business. The 3 areas that we need to report on are:

- The percentage difference in mean hourly pay
- The percentage difference in median hourly pay
- The percentage of men and women in each hourly rate pay quartile

At this time we had a total of 602 employees who were eligible for our results; of which:



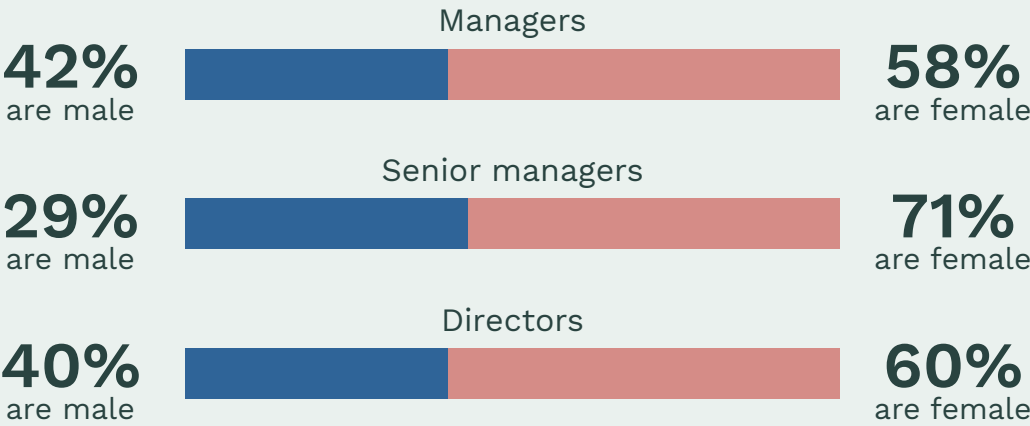
Based on hourly pay our gender pay gap results identified:



Our Percentage Split of Males & Females per Quartile is highlighted in the table below:

Median and female split per quartile	Male	Female
Lower Quartile	27%	73%
Lower Medium Quartile	33%	67%
Upper Medium Quartile	41%	59%
Upper Quartile	43%	57%
<b>Total</b>	<b>36%</b>	<b>64%</b>

Our Percentage Split of Males & Females per Quartile is highlighted in the table below:



When analysing our data we found that our gap is largely caused by a disproportionate number of women working across the organisation. Other factors that have led to a positive impact on our results include:

- the rise in the National Living Wage
- Females appointed to senior roles
- The growth of our business

## **Our statement**

This past year has seen our results reduce from 8.1% to 6% for our median gap; and, 8.4% to 7.1% for our mean gap. As we have noted there have been numerous organic factors that have contributed to our results; we have also had some great news stories where a number of females have been appointed to senior managerial posts.

Internally we have continued to offer a range of development programmes that are open to everyone across the business. We have also created a step into management programme where employees who are identified as future managers are put forward for the programme. The programme is designed to ensure we have a strong management pipeline and that our future managers are best equipped to take on future roles. In our first cohort 75% of the delegates were women and 66.6% of our second cohort were also women.

We also continue to have robust internal policies that support equality across our workforce; including a transparent salary structure based on length of service which is available for all employees via our intranet. We encourage flexible working across the business with recent job shares at senior management and Director level's; we also have favourable maternity and adoption entitlements that encourage new mums and primary carers to take the time they need before returning to work.

We are always committed to equality and diversity for all of our employees, and will continue to ensure that everyone at SYHA has fair pay and equal opportunities.

Although our 2017 results have improved and continue to compare favourably to both the national and regional averages, we acknowledge that more can still be done to reduce our gap further.

We remain committed to further reducing the gap as well as being front runners in identifying results for employees who identify as BME and disabled.

For the purposes of this report we have no bonuses to report on, and I can confirm that all of the data in this report is correct.

A handwritten signature in black ink that reads "Tony Stacey". The signature is written in a cursive, slightly slanted style.

**Tony Stacey**

Chief Executive