



Gender Pay 2019

South Yorkshire
Housing Association

South
Yorkshire
Housing
Association



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Summary

Now into its third year, all organisations with 250+ employees are required to publish their Gender Pay Gap. Gender Pay Gap is defined as the percentage difference in the average hourly pay of men and women, irrespective of their roles.

As part of the Gender Pay regulations the government identified 6 principles that organisations were required to report on.

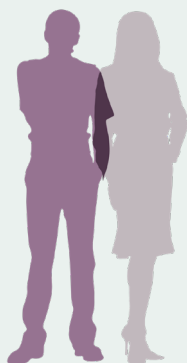
As per the last 2 years we are only required to report on the following 3 areas:

- 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

Over the past year, the number of employees and workers that are included in our data has grown by 6.5%. As of 5 April 2019, we had a total of 643 combined employees and workers, of which:

36.5%

235 employees
are male



63.5%

408 employees
are female

Based on hourly pay our gender pay gap results identified:



Mean



Median



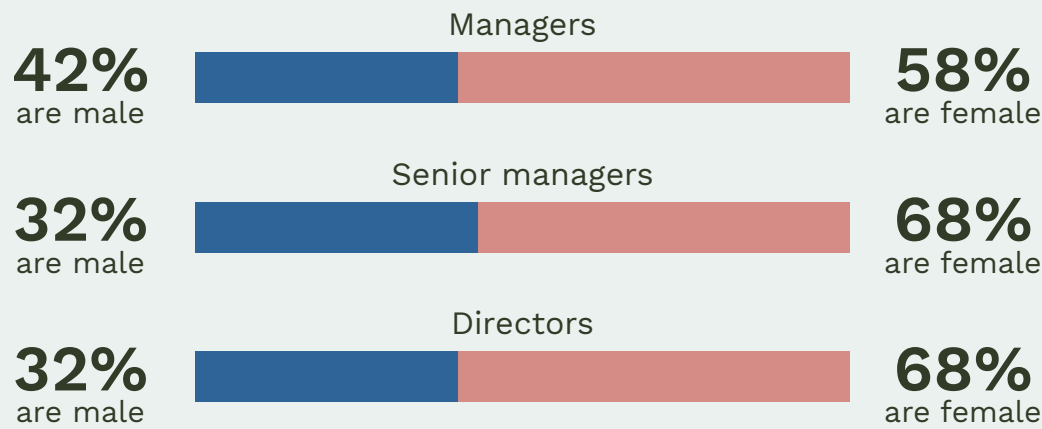
National
average

Behind the Numbers

The table below highlights the percentage split per quartile between males and females, and identifies our strong representation of women across all levels of our business.

Median and female split per quartile	Male	Female
Lower Quartile	30%	70%
Lower Medium Quartile	38%	62%
Upper Medium Quartile	36%	64%
Upper Quartile	42%	58%
Total	36.5%	63.5%

On top of this, we are extremely proud that these results also mirror our female representation on our board. We are also pleased that we champion a positive split when it comes to looking across all our management positions - detailed in the chart below.



Although we have a favourable number of females across our business our results slightly favour our male employees. However, we are pleased to report that we have again seen a reduction across both our Median and Mean pay gaps; a reduction of 5.1% and 3.4% respectively.

When closely analysing our data, we found that our results are largely caused by the disproportionate number of women working across the organisation. With over 50% more women employed across our business this has created a significantly larger spread of hourly rates.

Chief Executive Statement

This past year has seen our Gender Pay Gap reduce from 6% to 0.9% - a result that we are extremely proud of. However, we know that our results are taken at one point in time and could fluctuate across the year.

This year, the biggest factor in our results has been the high representation of women across the business. The continuing number of female employees appointed to senior roles has had a direct impact on the reduction of our Mean gender pay gap.

We are now in the second year of our Stepping into management programme, which aims to identify our future leaders and help all our leaders reach their potential. The programme has continued to have a strong representation of females in each cohort. In our first cohort, 75% of the delegates were women and 66.6% of our second cohort were also women. Our third and fourth cohorts have also seen a higher percentage of women being accepted onto the programme (Cohort 3 - 55.5%, Cohort 4 - 66.6%).

Having an agile workforce has been high on our agenda last year. An open and flexible working culture has been central to this. This past year has also seen the introduction of a job share at Executive Director level – unusual at this level.

We welcome the positive changes in our results, and we continue to recognise the growing importance of operating in a transparent way. This enables us to ensure inclusivity at all levels of our business and ensure that everyone at South Yorkshire Housing Association has fair pay and equal opportunities.

We also continue to look at the broader representation across our business. We are actively working with our internal Equality, Diversity and Inclusion committee to identify action plans on how best we can tackle our results in other areas, in particular for employees from a BAME background or for those who identify as 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.



Tony Stacey

Chief Executive