



Gender Pay 2020

South Yorkshire
Housing Association

South
Yorkshire
Housing
Association



syha.co.uk

Summary

Now into its fourth 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.

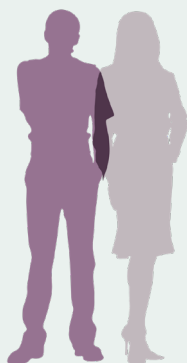
As per the last 2 years we are only required to report on the following 3 area's:

- 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 slightly decreased from 643 to 634.

37.2%

236 employees
are male



62.8%

398 employees
are female

Based on hourly pay our gender pay gap results identified:



Mean



Median



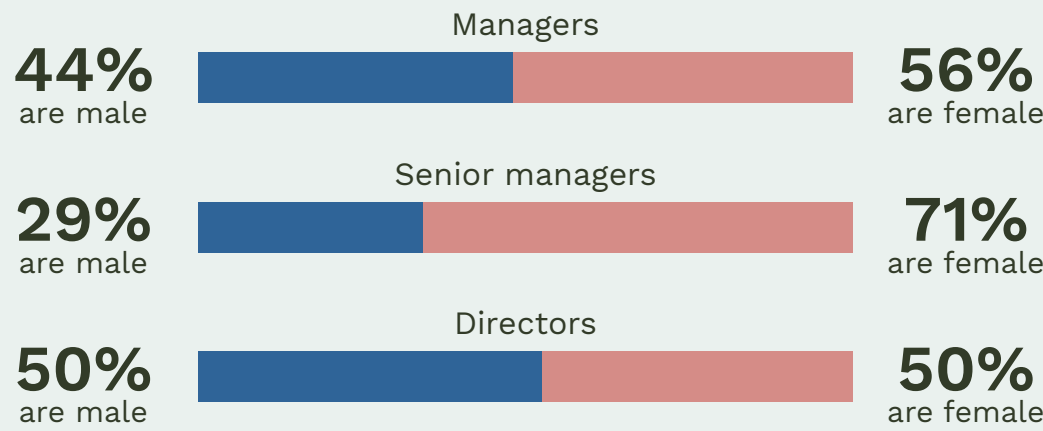
National
average

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
Quartile 1	33%	67%
Quartile 2	28%	72%
Quartile 3	47%	53%
Quartile 4	41%	59%
Total	37%	63%

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 continue 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 continue to favour our male employees. This year has seen a significant rise in our Median pay gap, and also a rise in our Mean pay gap.

When closely analysing our data we found a variety of factors that had a direct impact on our results, alongside some of the more organic factors such as people moving through their increment points.

Chief Executive Statement

This past year has seen our Gender Pay Gap increase from 0.9% to 8.3% - a result that we are disappointed with. However, we fully understand the reasons that have led to the increase and continue to recognise that our results are taken at one point in time and could fluctuate across the year.

The high proportion of female staff we employ and the diverse range of roles continue to impact our results. However, this year, the single biggest factor in the change from last year has been the regrade of many people in our direct labour force, the HMT to take account of market forces.

Despite this, we welcome the challenges that our results bring as we continue to work towards more equal pay for men and women across our business. It's important to us that we continue to react to such challenges; we recognise the importance of operating in a transparent way. Doing so, enables us to strive towards inclusivity at all levels of our business and ensure that everyone at SYHA 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 to tackle results in other areas, in particular for employees from a BAME background and for those who identify as disabled; This year has seen some real positive movements in SYHA (and also more importantly across society) as we have created a clear set of objectives surrounding our New Race Plan which identifies what we are intending to do to become a more inclusive organisation. Setting objectives such as "Ensuring our workforce, including the leaders, mirrors the make-up of our communities" will help us work towards having a more diverse and inclusive workforce.

Another positive taken from this year is that we continue to have a host of flexible benefits across the business that are accessible to all; and with our agile agenda becoming more embedded across the business, particularly on the back of Covid-19, our roles are even more accessible. More of our employees than ever before have the ability to work from home and balance their hours around their home commitments. As we move forward, we will continue to equip our employees so they that they have the ability to work in a blended and agile way.

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 informal style.