



Gender Pay 2024

South Yorkshire
Housing Association

South
Yorkshire
Housing
Association



syha.co.uk

Gender Pay Gap

South Yorkshire Housing Association (SYHA) run our Gender Pay Gap data on an annual basis. The Gender Pay Gap is the percentage difference in the average hourly pay of men and women, and is set out in the Gender Pay Regulations. In line with the regulations, we report on:

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

This year, we have continued to see our average gender pay gap decrease from 3.2% to 3%. Our median gender pay gap has increased from 14.61 to 18.4%.

41.2%

185 employees
are male

58.8%

264 employees
are female

Based on hourly pay, our gender pay gap results identified:

3%

Mean

18.4%

Median

13.1%

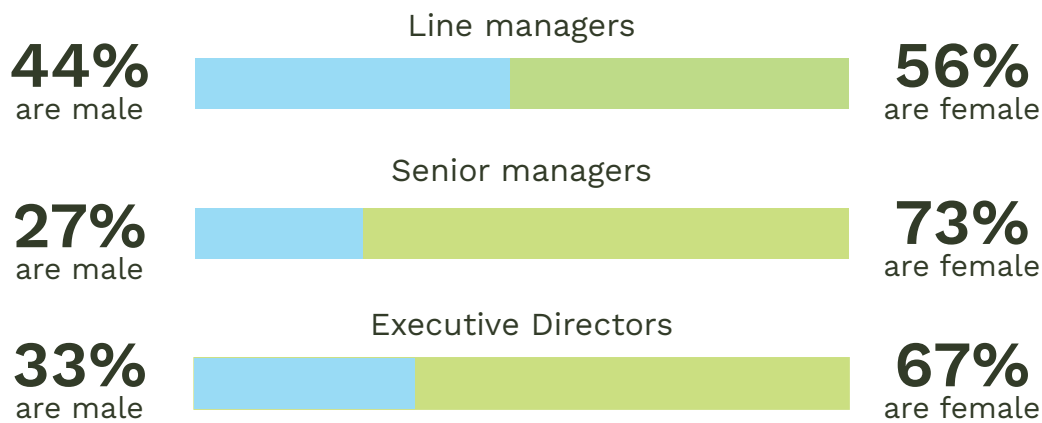
National median
average

Our Gender Breakdown

Over the past year, the number of employees that are included in our data has decreased from 560 to 449.

Median and female split per quartile	Male	Female
Lower Quartile	31%	69%
Lower Middle Quartile	36%	64%
Upper Middle Quartile	55%	45%
Upper Quartile	42%	58%

We also have a gender diverse management team:



Over the last three years, we have steadily reduced our average gender pay gap. However, our median gender pay has varied significantly over the last five years.

An assessment of our data shows several reasons for this shift, which are amplified by the high number of women we employ and the type of roles we have recruited to over the last 12 months. The factors are:

1. The proportion of women in roles paid at or under the gender pay median

The biggest proportion of our roles are in care services, and proportionately more women are employed in these posts. This is largely reflective of the wider care sector. Although there are similar numbers of male and female employees in higher paid roles, we employ fewer men overall. So, the number of men in higher paid roles makes up a higher proportion of SYHA's male workforce.

2. The changes caused by employees leaving or joining the organisation

In 2023, one of the factors positively contributing to the reduction in our gender pay gap was the reduced gender pay gap in new starters. This year, we have recruited more men into roles which sit above our median. Although lower, upper lower and upper higher pay quartiles show a neutral or slightly positive swing towards a female gender pay gap this period, our upper middle quartile gender pay gap heavily favours male pay.

3. The changes caused by regrades

Regrades take place at all levels in our salary structure, and are often driven by a change in a role's tasks and responsibilities. This year, the impact of our regrades has slightly favoured our male employees, with an overall median gap of 1.27%.

4. The value of salary increments

We have transparent salary scales and, for roles above the National Living Wage, apply increments linked to length of service. This year, the value of salary increments was overall significantly higher for females, with a median gap favouring females of 13%.

5. Increase to pay

Pay increases are applied annually across our workforce, and this includes any increases applied to the National Living Wage. Increases to pay outside of regrades and increments (including moves to roles with higher salaries, or roles receiving an honorarium) slightly favour male employees, with a median of 1.2%.

Changes we've made that impact pay

This year, we have implemented a new approach to workforce planning. This has seen us routinely market test the pay for roles across SYHA. The workforce planning process will continue for the next 12 months and, where appropriate, adjustments will be made in our salary structure.

The creation of any new roles includes a process that ensures they sit fairly across our structure, and they are formally reviewed by our Executive Leadership Team and Joint Negotiating Group.

Chief Executive Statement

Each year, we conduct a deep dive to understand the factors contributing to our gender pay gap and the reasons for any changes. We want to understand what is going on, and how we can respond to the findings in way that is meaningful, sustainable and fair for all our roles and employees.

For example, we have a range of flexible benefits that are accessible to all. Our pay and family friendly policies have remained consistent, and our approach to agile working is fully embedded across the organisation. This flexibility makes many of our roles even more accessible, because employees can both work from home and balance their working hours around other commitments.

Additionally, our new approach to workforce planning includes strong governance, oversight from the Board, and a consideration of both market and diversity data.

We continue to operate in a volatile financial environment. Our focus will be on providing the best possible affordable annual salary increase for our workforce at a time when everyone is impacted by continued increases in the cost of living.

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.

Larry Gold

CEO