

## Gender pay gap report 2019

### Introduction

Like all organisations with over 250 employees, settle is required to report annually on our gender pay gap. This information must also be published on our website. Enforcement of the gender pay gap reporting requirements has been suspended this year due to the coronavirus outbreak. However, a third of all employers have already made a submission to the HMRC, which includes settle. Therefore, we have taken the decision to continue to publish a short report to support this data.

### Gender pay gap reporting

The gender pay gap is a high-level snapshot of pay within an organisation and shows the difference in the average pay between all men and women in the workforce. The 2019 gender pay gap is based on a snapshot of data as at 5 April 2019.

Where a pay gap exists, this does not equate to the existence of an equal pay problem. Equal Pay is a more specific legal requirement pertaining to the requirement for men and women to be paid equally for carrying out comparable jobs. Where a gender pay gap exists between men and women, this data can act as for further insight and analysis about why such a gap exists.

This report outlines the 2019 position and how this compares to the 2018 data.

Below are the metrics and definitions that we are required to report on annually.

Metric	Description
Mean pay	The difference in the mean (average) pay for males and females
Median Pay	The difference in the median (middle) pay for males and females

Proportion of women in each pay quartile	Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation
Bonus Proportion	% of men and women that earned a bonus in the relative 12-month period
Mean Bonus	% difference in mean bonus pay over 12 months up to April 2019 % difference in median bonus pay over 12 months up to April 2019
Median Bonus	% difference in median bonus pay over 12 months up to April 2019

## Settle gender pay report

The following table is based on settle employee pay on 5 April 2019, including bonus pay between 1 April 2018 and 31 March 2019.

It provides mean and median analysis and provides the comparison previous years reporting as well as the average gap from the 2018-19 gender pay gap exercise nationally. (source- Inbucon)

Metric	2018 reporting	2019	Benchmark
Mean Pay	Men's mean hourly rate is 25.53% higher than women. In other words when comparing mean hourly rates, men earn £1.26 for every £1 that women earn.	14.30% higher for men. £1.14 for every £1 that women earn This is a decrease of 11.23%	10.4%
Median Pay	Men's median hourly rate is 27.41% higher than women. In other words when comparing median hourly rates, men earn £1.27 for every £1 that women earn	14.42% higher for men. £1.14 for every £1 that women earn This is a decrease of 12.99%	7.98%

Proportion of women in each pay quartile	<b>Quartile</b>	<b>Total in each quartile</b>	<b>Male</b>	<b>Female</b>	<b>Male %</b>	<b>Female %</b>	<b>Female % +/- against last year</b>	<b>Benchmark Male %</b>	<b>Benchmark Female %</b>
	Upper	61	32	29	52	48	+7%	38	62
	Upper Middle	61	29	32	48	52	-6%	40	60
	Lower Middle	61	18	43	30	70	-3%	45	55
	Lower	62	18	44	29	71	-20%	51	49
Bonus Proportion	34% of men 66% of women		44% of men 56% of women		-				
Mean Bonus	0%		0%		15.4%				
Median Bonus	0%		0%		0.01%				

## Observations

This data demonstrates a drop in the gender pay gap between 2018 and 2019. Largely, this is due to settle making the decision to exit the care market in February 2019. The care sector salaries are comparably low, and the jobs are disproportionately undertaken by women; a situation which is consistent across the care sector and not unique to settle.

The key observation points:

- we continue to have a gender pay gap where upon men have a higher rate of pay than women overall
- we have a higher % gap against the benchmark for hourly rate
- when we look at the higher paid roles we are in a good position, we have an equal split across the upper and upper middle quartile, and we are above benchmark

- we continue to have a high proportion of females in the lower paid roles, which is above benchmark.
- as we know we have a good gender pay split at the higher level therefore as we have more females at the lower quartiles this is impacting the overall hourly rate
- any bonus payment is paid to all colleagues at the same rate irrespective of gender or role

## Our response

At settle we are focussed on creating a colleague experience where everyone can thrive in their roles. We are committed to creating a working environment at settle where all colleagues have the best possible career opportunities and we will ensure we keep working to achieve this.

We are committed to building a diverse workforce at all levels of our organisation. Since our last gender pay report, we have done all the things that we said we would do to support our colleague. We have worked hard to aim to have a balance of male and female through our structures and we are pleased with the progress we have made in the number of women and men in the middle and higher end of our structures. \*see table - proportion of women in each pay quartile

We intend to run the gender pay reporting based on April 2020 in the next quarter to see if our position has changed. If the trend has continued, we will do some further analysis of the roles at the lower quartiles and explore why we have more women in this role's vs other housing associations.

In the follow up report we will be considering the following actions

- ❖ recruitment policy whereby at least one man and one woman are on the interview panel for management interviews
- ❖ recruitment drive at school leavers and work experience students promoting certain roles with the aim to break down barriers on females in certain roles, with the view these initiatives will help change perceptions of traditionally female jobs.
- ❖ Increase apprenticeships and attract more women into the trade professions and more men in the administration and customer service centre roles
- ❖ review our salary structure based on job family and grade to ensure there is evidence of equality of pay in comparable roles across settle