

Gender pay gap report 2020/21

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 was suspended last year due to the coronavirus outbreak. Despite the suspension last year, we had already submitted the results for 2019. The requirement to report the 2020 position is under review, but as at today the requirement is still in place, should it be suspended our default is to continue to report. 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 2020 gender pay gap is based on a snapshot of data as at 5 April 2020.

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 2020 position and how this compares to the 2019 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 (average) bonus pay over 12 months up to April 2020
Median Bonus	% difference in median (middle) bonus pay over 12 months up to April 2020

Settle gender pay report

The following table is based on settle employee pay on 5 April 2020, including bonus pay between 1 April 2019 and 31 March 2020.

It provides mean and median analysis and provides the comparison previous years reporting as well as the average gap from the 2019-20 gender pay gap exercise nationally. (source- Inbucon, Housing Associations of a similar size)

Metric	2019 reporting	2020	Benchmark																																																		
Mean Pay	Men's mean hourly rate is 14.30% higher than women. In other words when comparing mean hourly rates, men earn £1.14 for every £1 that women earn.	11.07% higher for men. £1.11 for every £1 that women earn This is a decrease of 3.23%	9.78%																																																		
Median Pay	Men's median hourly rate is 14.42% higher than women. In other words when comparing median hourly rates, men earn £1.14 for every £1 that women earn	9.61% higher for men. £1.07 for every £1 that women earn This is a decrease of 4.81%	8.64%																																																		
Proportion of women in each pay quartile	<table border="1"> <thead> <tr> <th>Quartile</th> <th>Total in each quartile</th> <th>Male</th> <th>Female</th> <th>% Male</th> <th>% Female</th> <th>2019 Female %</th> <th>Benchmark Male %</th> <th>Benchmark Female %</th> </tr> </thead> <tbody> <tr> <td>Upper</td> <td>63</td> <td>31</td> <td>32</td> <td>49</td> <td>51</td> <td>48</td> <td>52</td> <td>48</td> </tr> <tr> <td>Upper Middle</td> <td>63</td> <td>27</td> <td>36</td> <td>43</td> <td>57</td> <td>52</td> <td>48</td> <td>52</td> </tr> <tr> <td>Lower Middle</td> <td>63</td> <td>25</td> <td>38</td> <td>40</td> <td>60</td> <td>70</td> <td>43</td> <td>57</td> </tr> <tr> <td>Lower</td> <td>63</td> <td>17</td> <td>46</td> <td>27</td> <td>73</td> <td>71</td> <td>38</td> <td>62</td> </tr> </tbody> </table>								Quartile	Total in each quartile	Male	Female	% Male	% Female	2019 Female %	Benchmark Male %	Benchmark Female %	Upper	63	31	32	49	51	48	52	48	Upper Middle	63	27	36	43	57	52	48	52	Lower Middle	63	25	38	40	60	70	43	57	Lower	63	17	46	27	73	71	38	62
Quartile	Total in each quartile	Male	Female	% Male	% Female	2019 Female %	Benchmark Male %	Benchmark Female %																																													
Upper	63	31	32	49	51	48	52	48																																													
Upper Middle	63	27	36	43	57	52	48	52																																													
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Lower	63	17	46	27	73	71	38	62																																													
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Bonus Proportion	44% of men 56% of women	84% of men 72% of women	25.9% 24.8%																																																		
Mean Bonus	0%	5.76% (men's higher than women)	39.8%																																																		
Median Bonus	0%	0%	2.3%																																																		

Observations

This data demonstrates a drop in the gender pay gap between 2019 and 2020, we continue to head in the right direction to close this gap.

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
- we have a good gender pay split at the upper quartiles 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. Any difference is a result of pro-rata amount which is applied to part time workers.

settle's approach and commitment

settle is committed to reducing our gender pay gap, ensuring this is reviewed regularly. As an organisation we nurture an inclusive culture where everyone can be themselves & diversity thrives. Creating a positive, safe, and caring workplace where we understand, value, and embrace diversity. We encourage exploration and inclusivity and are open about what makes us feel comfortable & uncomfortable. We know that diverse teams do better thinking. And we know that colleagues will be at your best when they feel a sense of belonging. We will ensure our people strategy aligns to our equality and inclusion ambition and we will continue to create an environment that provides equal opportunities to all colleagues building career progression to ensure irrespective of gender all reach their potential.

Since our last gender pay report, some of the initiatives we aspired to do have had to be put on hold as a result of the pandemic, for example, increasing apprenticeships, networking in schools to change the perceptions of traditionally female jobs. However, we have completed a review of pay structures by role to ensure equality of pay in comparable roles across settle. We will ensure these initiatives are implemented once the pandemic situation stabilises.

We also recognise that we need to sustain our gender balance within our leadership positions, we will commit to do this through the following ways:

- equal balance of female and male representation for regional leadership development programmes including the south eastern leadership development programme and leadership 2025 (programme exclusive to senior BME leaders working in the housing sector)
- share authentic stories of women at settle, highlighting the women in our leadership roles
- proactively source gender diverse pipeline for all future leadership opportunities

As part of our commitment to diversity, equality, and inclusion we have a 'value everyone' group which is a group of diverse colleagues who explore the topic and help shape the future agenda across settle. Our ambition in this space is to review equality across all protected characteristics and not just gender pay. We will baseline our colleague data and completing an analysis on this to understand equality in all our practise. This insight will influence our equality, diversity, and inclusion strategy, will be able to report our progress on this at next years' report.