

# Our pay gap report 2023



## valuing everyone

Our purpose is to help people who are struggling to find a place to live and to help customers live comfortably in their homes. We know that to do this well requires a diverse and inclusive workforce in which a wide range of different voices are being heard at every level of our business.

Part of realising this vision is our commitment to improve the recruitment and progression of women and people from black, Asian and minority ethnic backgrounds and to reduce our gender and ethnicity pay gaps. We continue to make active efforts to address the gaps that exist in our business, striving to ensure that every colleague is able to succeed at settle.

## What are the gender and ethnicity pay gaps?

The gender pay gap shows the difference in average hourly pay between all men and women in an organisation. The ethnicity pay gap shows the difference in average hourly pay between black, Asian and minority ethnic (BAME) colleagues and non-BAME colleagues (white colleagues, or those who do not fall into the BAME category).

We have used a snapshot of colleague data from 5<sup>th</sup> April 2023 to calculate our pay gaps for this report. The numbers are based on hourly rates of pay for full time and part time colleagues. We calculate both the mean and the median pay gaps. You can find out how these calculations are done [here](#).

**NB:** The gender pay gap is not the same as equal pay, which refers to comparing two people or groups of people carrying out the same work or work of equal value.

## The bonus pay gap

At settle we have no bonus pay gap (mean or median) because bonus payments are standardised. This means that when bonuses are paid, they are paid to everyone [who was employed by 31<sup>st</sup> December of the previous year] and everyone receives the same amount, regardless of their role or whether they work full or part time.

Under current requirements for gender pay gap reporting, gender must be reported in a binary way, recognising only men and women. However, we understand that some of our colleagues may not identify with these categories. We continue to support the LGBTQ+ community and colleagues of all gender identities through the work of our **value everyone** group.



# Gender

	settle 2023	settle 2022	settle 2021	UK national average 2023
Mean	8.76%	9.77%	11.63%	n/a
Median	9.18%	13.13%	13.25%	14.3%

### What does this tell us?

- Our mean gender pay gap has decreased by 1.01%
- Our median gender pay gap has also decreased by 3.95%.
- Our median gender pay gap is lower than the UK national average of 14.3% (2023)

### What's driving our gap?



Overrepresentation of women in the lower quartiles



Representation among traditionally male and female jobs



Some under representation of women in the upper quartile

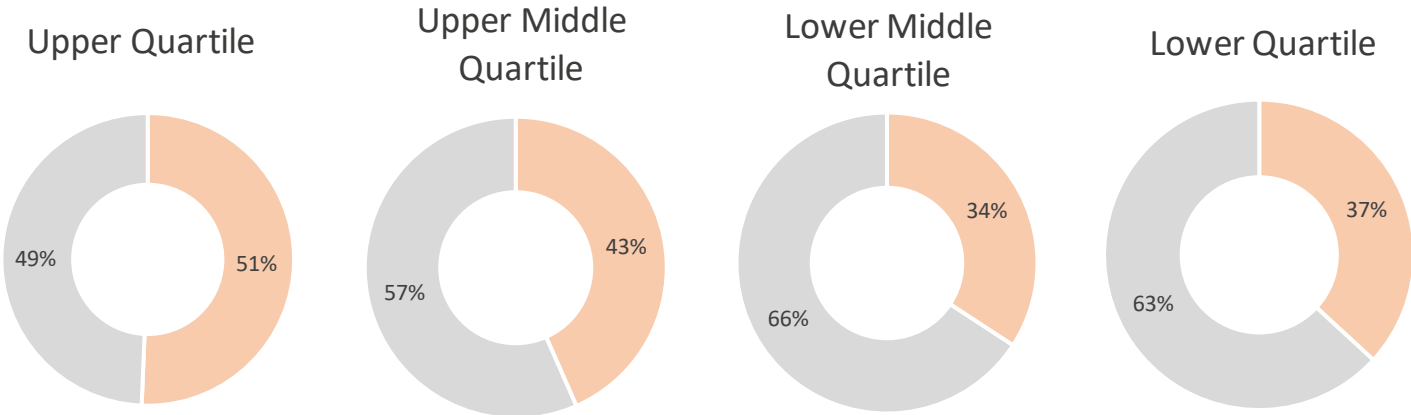
settle's mean gender pay gap for 2023 is 8.76%. This means that women earn on average 8.76% less than their male colleagues per hour. Our median gender pay gap is 9.18%.

At the time of our data snapshot, we were employing

**178** women (59%)  
**125** men (41%)

### Pay Quartiles

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay. This gives an indication of women's representation at different levels of the business. However, it's important to remember that more women work at settle than men. Therefore, completely equal distribution would look more like 59% of women and 41% of men sat in each quartile as opposed to 50:50. (grey =f, orange = m)



### What does this tell us?

- The proportion of women in the lower quartile has decreased by 7.3%.
- The proportion of women in the upper quartile has increased by 5.2%.
- Men are more likely to be in the upper or upper middle quartiles, (57% of the men employed on 5<sup>th</sup> April were here, 4% decline from last year), while women are more likely to be in the lower or lower middle quartiles, (55% of the women employed on 5<sup>th</sup> April were here, 2% decline from last year).

# Ethnicity

Of the colleagues that shared their ethnicity data (92%)

11%

told us they are from a black, Asian, mixed or other minority ethnic background.

NHF based on our resident population states

9.5%

of people living in North Herts and Central Beds belong to a black, Asian, mixed or other minority ethnic background.

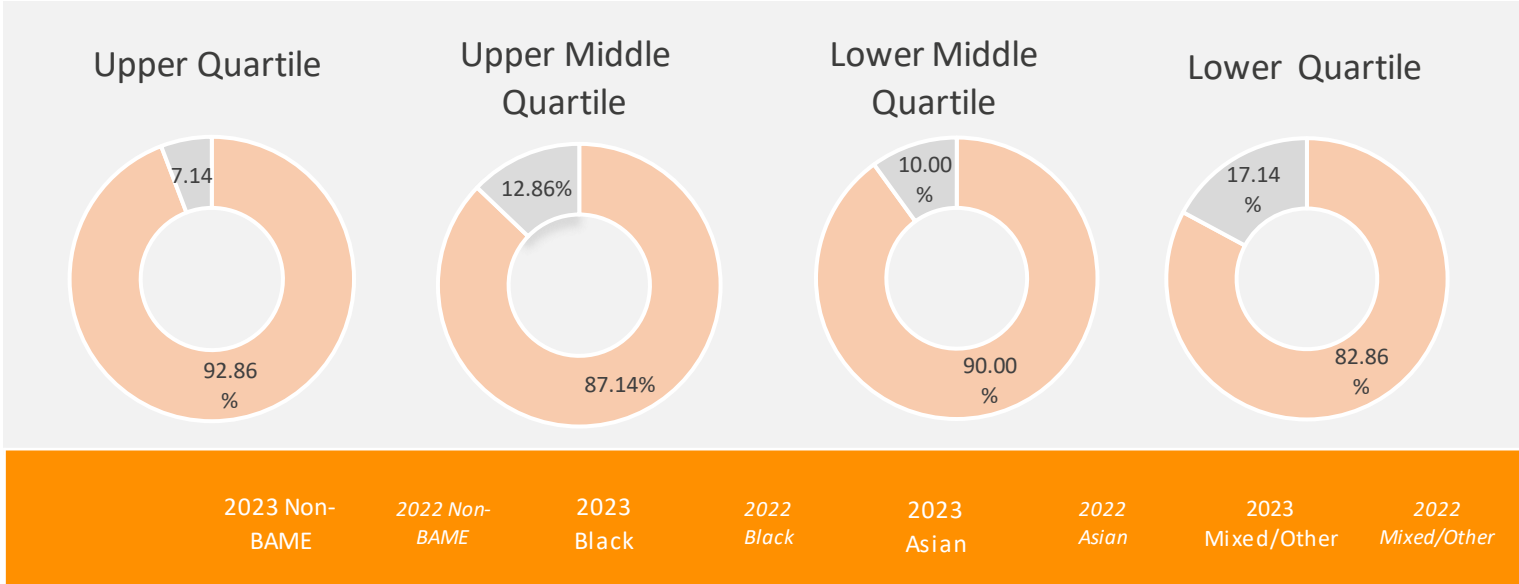
	BAME overall		Black		Asian		Mixed/Other	
	2023	2022	2023	2022	2023	2022	2023	2022
Mean	4.94%	3.72%	2.12%	1.68%	4.25%	6.53%	15.04%	3.20%
Median	4.90%	0.01%	2.12%	0.01%	4.25%	15.91%	15.04%	-8.64%

### What does this tell us?

- Both our mean and median ethnicity pay gaps have increased slightly since 2023 by 1.02% and 3.99% respectively. The median can deviate easily due to the low number of individual in the data set, eg mixed/other is based on 5 people.
- The pay gap for black colleagues has increased slightly to 2.12%, while the pay gap for Asian colleagues has decreased slightly from 6.53% to 4.25%. We have had no key changes in the senior team this year from last and therefore no major influencers in the data.

## Pay Quartiles

Pay quarters show the percentage of black, Asian and minority ethnic colleagues in four equal sized groups based on their hourly pay. This gives an indication of the representation of different groups of people at different levels of the business.



### What does this tell us?

- Black, Asian and minority ethnic colleagues are well represented in the upper middle pay quartile but underrepresented in the upper quartile.
- The percentage of black colleagues in the upper quartile has decreased by 4.13% this is a result of a colleague being on maternity during the snapshot and another colleague was made redundant. (black ethnicity)
- The percentage of black, Asian and minority ethnic colleagues in the lowest quartile has slightly decreased by 2.3% to 17.14%.

# What are we doing about it?

- 📍 We remain committed to doing everything we can to further narrow the gap and provide an inclusive environment that supports people to work and develop successfully
- 📍 Our flexible working offer means that colleagues have more freedom and support to attain a work-life balance that meets the needs of both their family and the business.
- 📍 We've will be continuing with our Equality Impact Assessments when we review our policies and processes to make sure that the way we do things, such as recruitment doesn't unfairly disadvantage certain groups of people.
- 📍 We are continuing to invest in a learning culture that promotes and celebrates diversity and inclusion. The work of our **value everyone** group is a big part of this.
- 📍 We'll be developing our relationship with WISH (the network for women working in social housing) to give female colleagues the opportunity to participate in and learn from a wider community of women working in the sector.
- 📍 We support all colleagues through every stage of their settle career we offer opportunities in both personal and professional development which is fair, transparent and inclusive for all.
- 📍 We've appointed a managed service provider recruitment expert who will ensure our employer branding reflects settle's commitment to equality, diversity and inclusion and attract a broader range of applicants. They will also provide insight and data on our ED&I of applicants.
- 📍 We're building relationships with nearby schools and other educational institutions to invest in our local recruitment pipeline and promote careers in housing among future generations. When we do this, we are active in encouraging young people to consider non-traditional roles for their gender.
- 📍 We've appointed three apprentices and three new graduates into the business to diversify our talent pipeline.
- 📍 We are actively participating in the National Housing Federation's Equality, Diversity and Inclusion network to keep up to date with best practice among EDI professionals in the sector and bring that learning back to settle.
- 📍 We use a standard pay structure and job evaluation methodology to ensure equal and consistent pay. We are committed to annual reviews of pay and benefits against market rate benchmarks