



Gender Pay Gap Report 2023

Introduction

As we employ more than 250 employees, we must comply with Government regulations and report annually on our Gender Pay Gap. The aim of the report is to identify the gender pay gap between male and female employees. Organisations use various measures when collating the information for the report:

1. **Mean Pay** – The difference in the mean pay of full-pay male and female employees expressed as a percentage. The mean is the average of the 'hourly pay' for all relevant employees
2. **Median Pay** – The difference in the median pay of full-pay male and female employees expressed as a percentage. The median is the figure which splits the top 50% of the hourly pay figures from the bottom 50%
3. The percentage of men and women in each of four quartile pay bands. This includes the lower, lower-middle, upper-middle and upper pay quartile pay bands
4. The difference in mean and median bonus pay of men and women and the proportion of men and women who received bonus pay – St Leger Homes do not operate any performance related pay or bonus scheme and therefore have no bonus figures to publish

Key for reading the comparison data



Figures raised
since last year



Figures lower
since last year

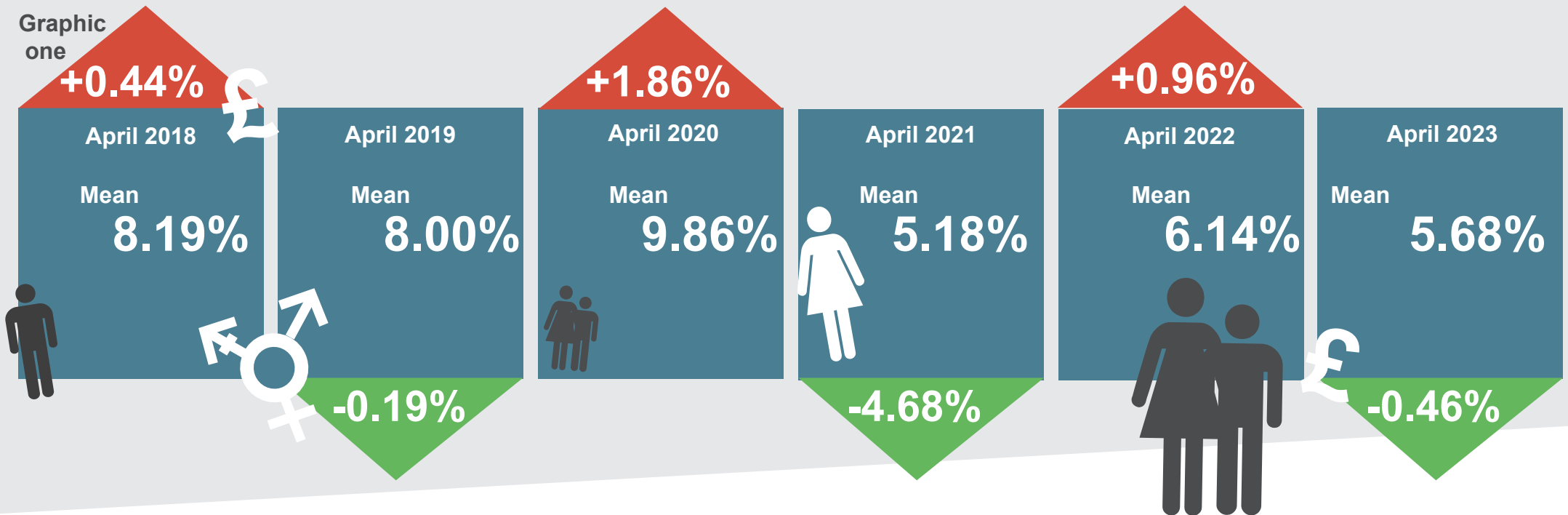


Starting point



Mean Pay 2023

Graphic one



Summary of numbers

The UK national pay gap for 2023 is 7.7%, a decrease from the reported 8.3% in 2022. St Leger Homes report a slightly higher figure than the national figure, 9.51%. (National data provided by ONS, Gender Pay Gap in the UK, 2023) Our figure reflects an increase from the reported 2022 median gender pay difference (see graphic two overleaf) however, we are pleased to report that there has been a reduction of 0.46% in the mean gender pay gap from 2022 to 2023. The increase in median figure can be explained when looking at the quartile breakdown which shows that there has been a sizeable increase of males entering the upper middle quartile from 2022 to 2023, due to the fact that we are carrying fewer vacancies and filled a number of previously vacant roles in our property services teams. These roles have in many cases been filled by male colleagues. A number of our trade team leader roles have also seen a grade review which has contributed to this increase.

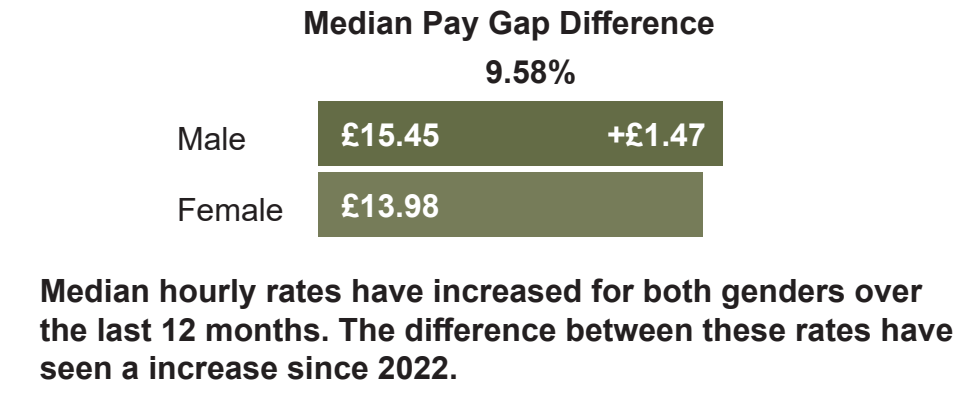
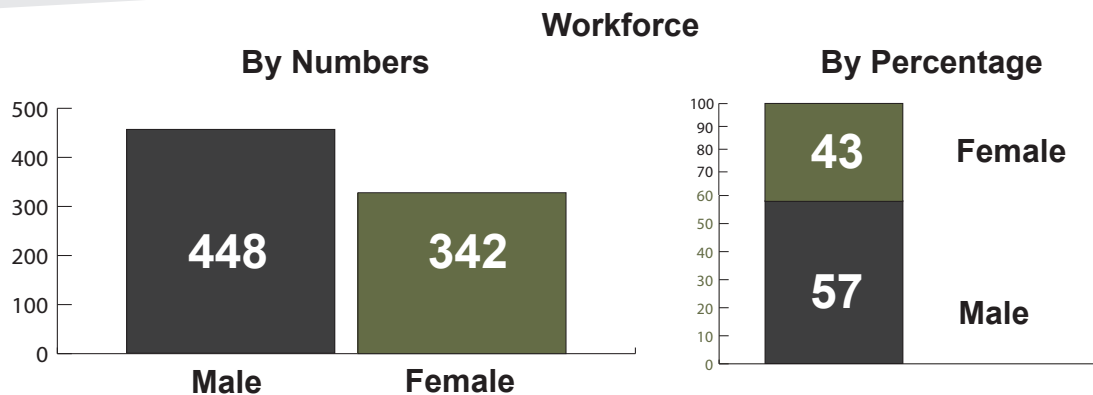
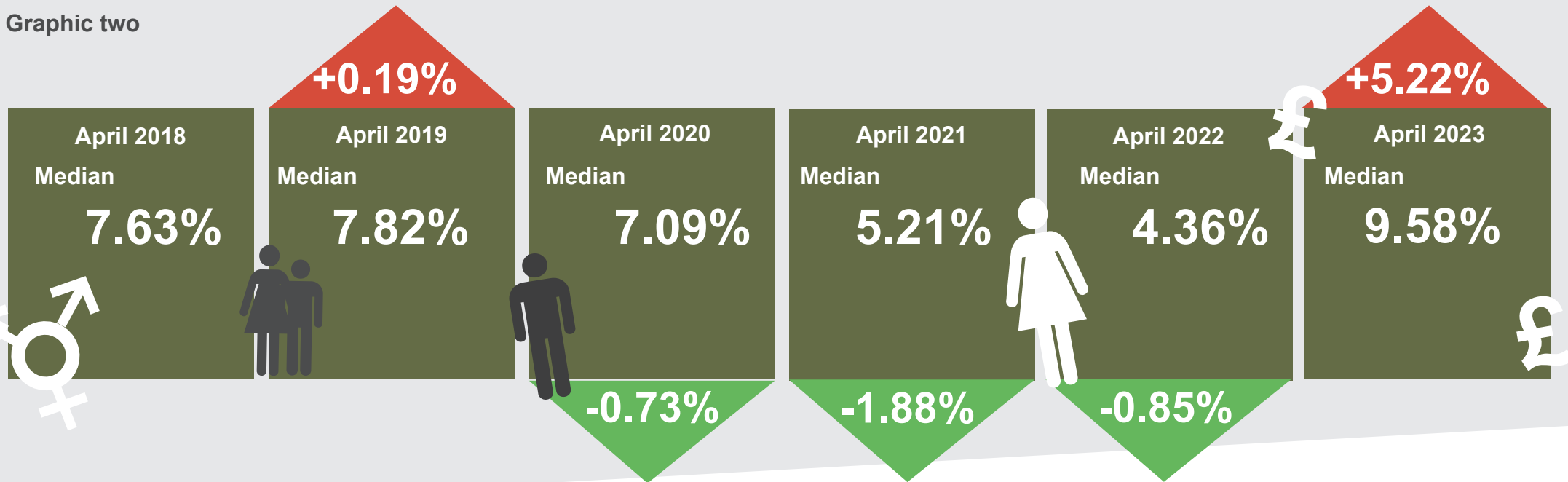
Through reviews of our recruitment and succession strategy plus continuing to implement initiatives and policies, we

Mean Pay Gap Difference		
5.68%		
Male	£15.45	+£0.88
Female	£14.47	

We have seen an increase in the mean hourly pay rates for males and females this year compared to 2022 figures, the difference between these figures have marginally narrowed.

Median Pay 2023

Graphic two



Median hourly rates have increased for both genders over the last 12 months. The difference between these rates have seen a increase since 2022.

The gender percentage split has seen a positive change from 2022 to 2023, with a 1% increase in females in the workforce. St Leger Homes continue to operate a pay and regrading structure in line with the National Joint Council Agreed rates. Currently, this consists of 9 different pay grades and a total of 41 spinal column points. Employees progress and move through the spinal points within the grades annually. Separate to this, any apprentices have rates which are agreed nationally and they work through these during the duration of their apprenticeship.

Quartile Breakdown

Upper Quartile – Comprises of the largest range of pay grades, 5 to 9 and spot salaries. Roles included in this quartile – Director, Heads of Service and Team Leaders.

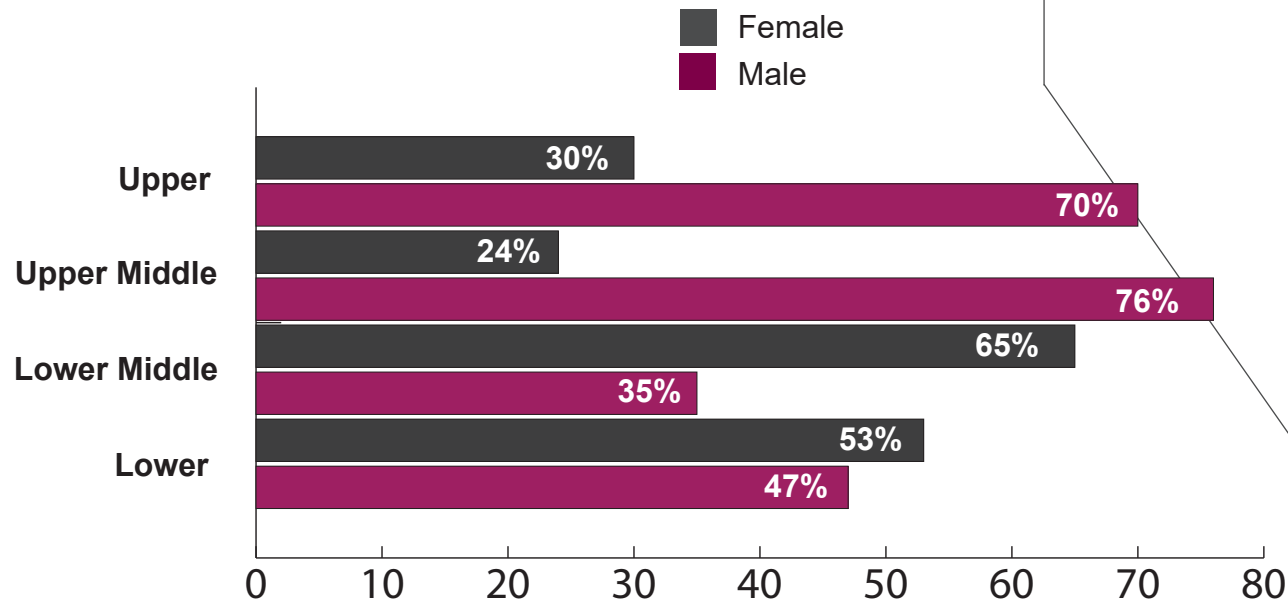
Upper Middle Quartile – Comprises of pay grade 4 and 5. Roles included in this quartile – Plasterers, Bricklayers, Joiners, Plumbers.

Lower Middle Quartile – Mainly consists of pay grades 3 and 4. Roles included in this quartile – Income Management Officers, Tenancy Support Officers, Housing Officers.

Lower Quartile – Apprentices and pay grade 2 and 3 make up this quartile. Roles included are – Customer Access Officer, Customer Service Advisors, Community Caretakers and Administrative Support.

St Leger Homes are focused on making strides to ensure that we are an inclusive and diverse place of work. Currently, the gender pay gap can be contributed to low female representation in trade roles, this sector contributes to 39% of our workforce which are predominantly in the upper middle quartile. We also identify that there is a lack of female representation in the upper quartile, it is important to identify that there has been positive 3% increase in females in this quartile from 2022 to 2023 and 41% of our Senior Management Team are female.

Although the number of men in our trade roles remains high, we have seen a positive uptake of females in construction and trade roles in 2023, which includes a Construction Project Manager and four trade apprentices.



What do we do to facilitate a reduction in the gender pay gap

What do have done to reduce the gender pay gap

We believe the ability to balance life inside and outside of work is key to attracting and retaining the best employees. We offer flexible working, job sharing and a large number of our workforce have adopted an agile way of working, whether it be working from home or moving away from standard office hours through the implementation of policies and guidance. At present, 14.9% of our workforce are employed on a part time contract. All staff received an increase in their basic annual leave in 2023.

We continue to partner with 'Women in Construction' – In the past 12 months we have doubled the number of women employed in a trade role, with currently 18 females in our workforce holding a position in the trades sector. These roles include Electrician, Gas Fitter, Plumber and joiner. This is a big step in changing the diversity of our workforce. So far in 2023, we have seen the promotion through internal development of three females into a Senior Management position and successfully appointed a female Team Leader.

We recognise that some communities may find it harder to interact directly with us and we are taking positive steps to address this. An example of this is our work with the Minority Partnership Board, the Culture Fusion Network and our membership of the Housing Diversity Network. This will help us to attract a wider pool of candidates including females to our roles.

Earlier 2023 we undertook a peer review through the Housing Diversity Network generating a range of action points which will help us to address out gender pay gap

As a member of the Housing Diversity Network we have access to and are utilising their mentoring scheme which sees opportunities for our workforce in particular those under represented including females to be mentored to support them in their career development. this has gone from strength to strength in 2023 exceeding our allocated mentee places on scheme

What we will do to reduce the gender pay gap

Women In Construction – For National Apprenticeship Week (Feb 2023) we promoted and ran a Women in Construction focused webinar to encourage female trade apprenticeships.

This had a big impact, 36% of the trade apprentices we appointed were female. From this success, our internal careers start team will continue to build on this format. We will continue to work closely with schools to promote apprenticeships and future development in fully qualified trade roles.

We will continue to review our recruitment and selection processes to ensure that they continue to eliminate any unfair bias when making decisions, and we continue to train line managers on this, in order to prevent any unintentional bias.

The submission of a Personal development Plan is required to all colleagues on an annual basis to give the opportunity to further advance their career through externally accredited Leadership learning.