



St Leger Homes
of Doncaster

Gender Pay Gap Report 2022

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 bands.
4. The difference in mean and median bonus pay 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

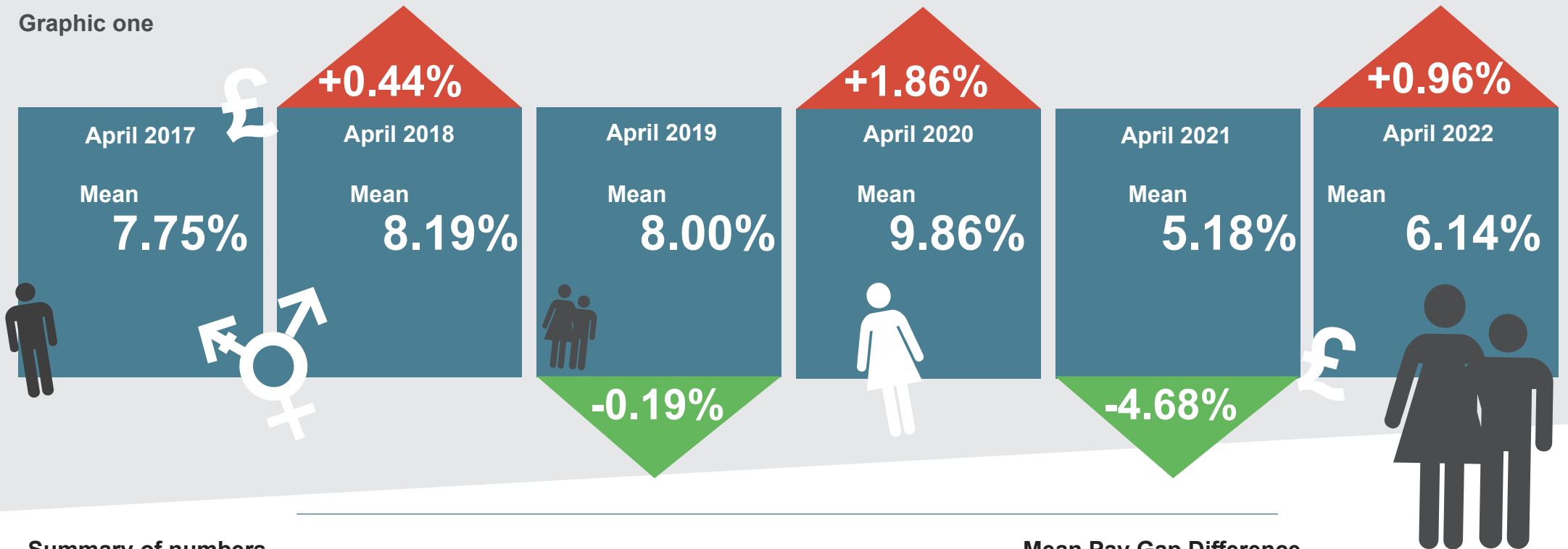


Starting point



Mean Pay 2022

Graphic one



Summary of numbers

The UK national pay gap for 2022 is 8.3%, an increase from the reported 7.7% in 2021. St Leger Homes are pleased to report a lower figure than national 'median' figure, 4.36%. (National data provided by ONS, Gender Pay Gap in the UK, 2022) - (see graphic two, overleaf).

This figure reflects a reduction of our 2021 median figure and is the lowest reported median gender pay difference in the 6 years of reporting there has however been an increase in the mean gender pay gap from 2021 to 2022 of 0.96%. This is generally positive trend which we intend to continue, through continuous reviews of initiatives and policies. This shift can be explained when looking at the quartile breakdown which shows that there has been a positive shift in females from the lower to the lower middle quartile.

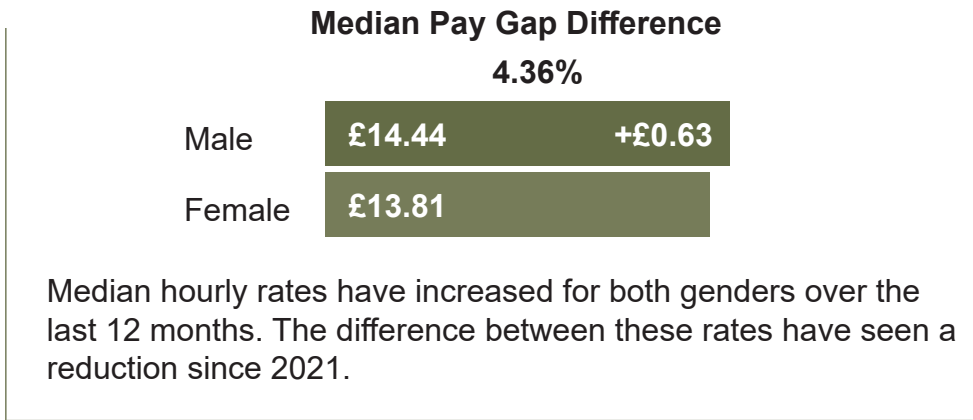
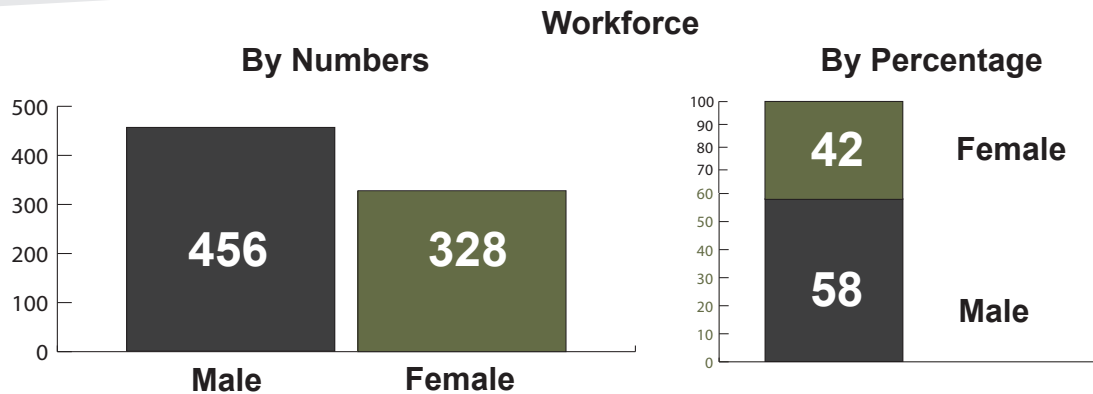
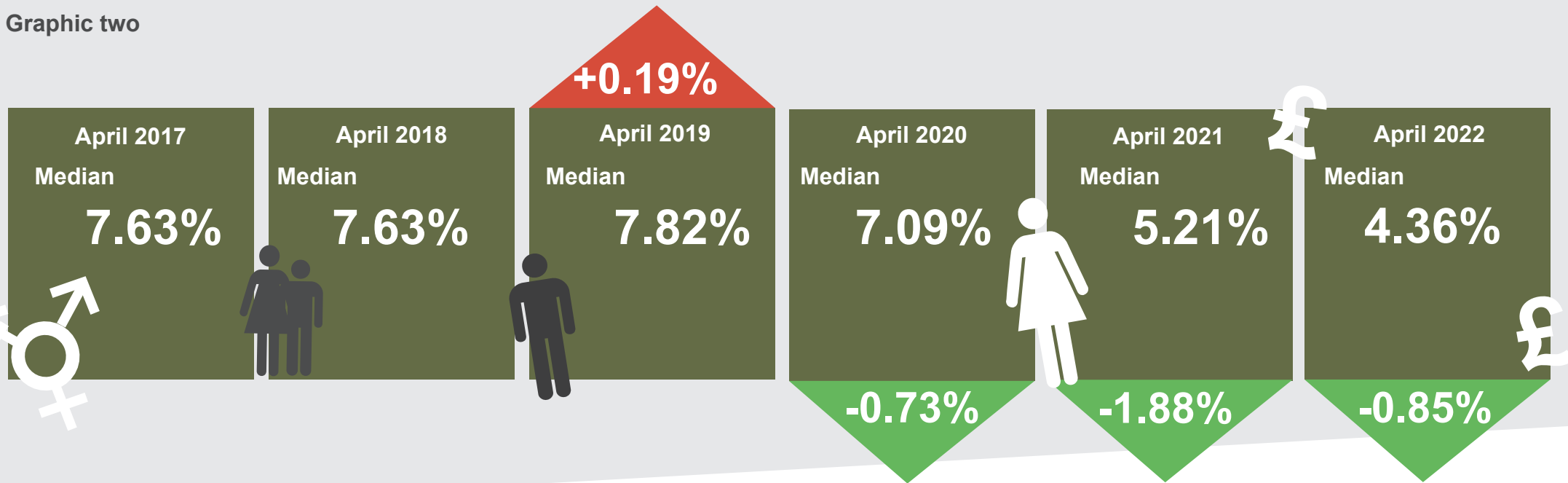
Mean Pay Gap Difference

	Mean Pay Gap Difference
	6.14%
Male	£14.48 +£0.89
Female	£13.59

We have seen an increase in the mean hourly pay rates for males and females this year in comparison to our 2021 figures. The difference between these figures have marginally widened since the previous year.

Median Pay 2022

Graphic two



The gender percentage split has remained the same as 2021. St leger Homes continue to operate a pay and grading 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, 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, Service Managers and Team Leaders.

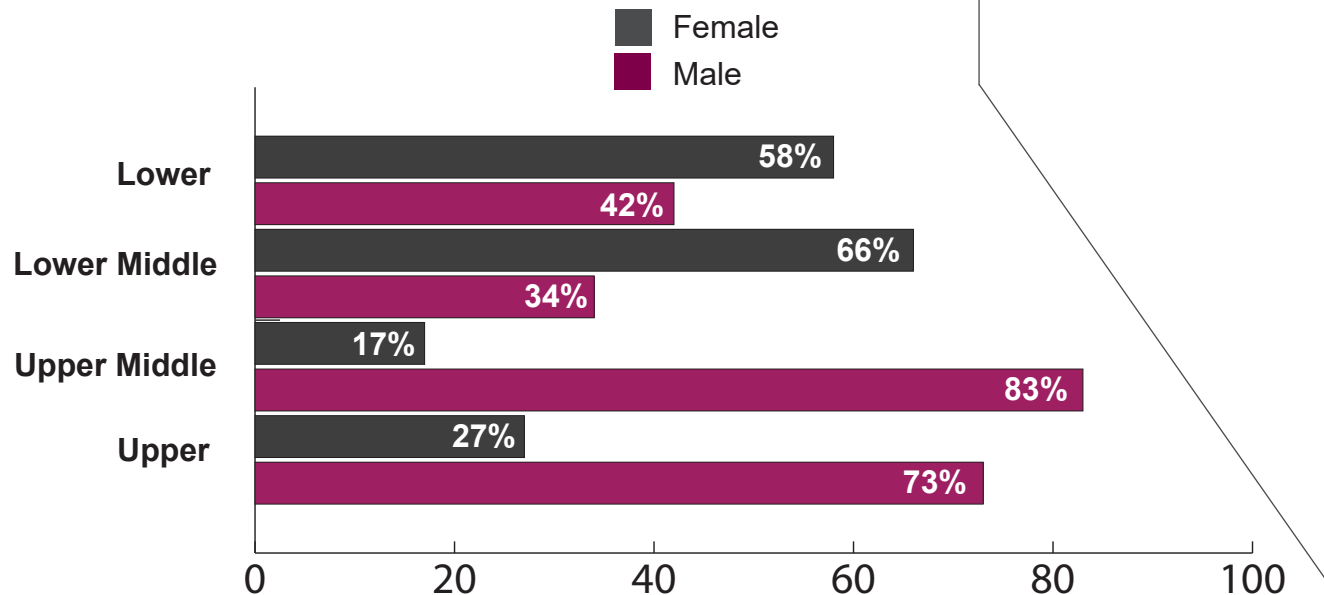
Upper Middle Quartile – Comprises of pay grade 4 and 5. Roles included in this quartile – Plasterers, Bricklayers, Joiners, Plumbers.

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

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

We understand that a gender pay gap does still exist at St Leger Homes and this is mainly due to low female representation in Senior Leadership Roles (EMT) and trade roles. This is explained further in our quartile breakdown. There has been very little movement across our quartiles in 2022. The small amount of movement which has been seen is a positive shift, the increase in females from the lower quartile to the lower middle quartile

Although the number of men in our upper quartile is high, it is important to note that women make up 44% of our Senior Management team (service managers and above), this is a slight reduction on the previous year and is driven by the appointment to a number of roles within our Building Safety and Compliance Teams.



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

Generous annual leave and flexible and agile working

We launched agile working principles in April 2021 and associated working from home policies and agile guidance to aid work life balance. At present, 17.4% of our workforce are employed on a part time basis. This is a very small positive increase on the previous year demonstrating our continued commitment to flexible working.

Enhanced family friendly leave

We offer enhanced maternity, parental leave and pay.

Partnered with Women in Construction

We currently have 9 females employed in our trades service area, including an Apprentice, covering roles such as Plasterer, Joiner and Electrician. We continue to have dedicated focus on addressing the skills shortage and creating a more diverse workforce.

Senior Appointments

In 2022, three Senior Managers were appointed in our organisation, all of which were female. A transfer into a Senior Management role through internal development, was also successfully filled by one of our female employees.

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.

We will undertake a peer review in order to understand where we are and what we have achieved so far in our Equality, Diversity and Inclusion journey. The peer review will allow us to identify areas where we need to make changes to better meet our goals.

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.

Looking Ahead

Women In Construction - We are focusing on this again this year with a dedicated internal group to enhance our approach to supporting Women into our trade based roles and remove barriers to this profession. National Apprenticeship Week (Feb 2023) will see us run our first Women in Construction focused webinar to encourage female trade apprenticeships.

We will also continue to monitor how effective we are at attracting women in to roles, particularly into the construction and property services area of the business and look to retain them in long term employment and support them to progress through the organisation. We continue to focus on management and leadership development, going forward we will review our first line manager learning and look to implement a future leaders program.

Through our professional development offering we will support colleagues to access externally accredited Leadership learning to further advance their career.