



SAXON
WEALD

Our gender pay gap report

2018 - 2019



Saxon Weald is an established provider of affordable housing across Sussex and Hampshire. As at 31 March 2019, we employed 233 staff. As such, we are not legally required to publish a gender pay gap report. However, we believe this is still an issue we should address and are happy to be transparent in our findings.

What is a gender pay gap?

A gender pay gap is the difference between the hourly earnings of men and women regardless of the roles they have. It is very different to equal pay, which is about making sure men and women are paid similar wages if they do a similar job.

Gender pay gap reporting

This report shows the average pay gap in Saxon Weald between men and women, expressed as both a mean and a median average.



Saxon Weald gender pay gap Our 2019 results are as follows:

Mean gender pay gap: 0%

Median gender pay gap: 0.7%









The mean gender pay gap is the difference between the average hourly earnings of all men and women in the workplace. Mean hourly pay is a good indication of how salaries for men and women are spread across a business.

The median gender pay gap is calculated by sorting men's hourly pay from lowest to highest and selecting the mid-point. The same is done with women and the two mid-points compared.

This is a result we can be proud of and puts us in a favourable position compared with many other organisations. The national average is a mean gender pay gap of 10.4% and a median average of 8.6%.

Pay bands and the gender pay gap

These figures show the gender pay gap at different salary bands. A minus figure means women are paid more than men.

PAY BAND	MALE / FEMALE SPLIT		MEAN GENDER PAY GAP
Lower quartile	 52% Male	 48% Female	-10.9%
Lower middle quartile	 56% Male	 44% Female	1%
Upper middle quartile	 62.5% Male	 37.5% Female	-0.76%
Upper quartile	 47% Male	 53% Female	14.28%

We are confident that any variations in pay do not stem from paying men and women differently for the same or equivalent role. Rather it is the result of the type of roles that men and women work in and the salaries of those posts. For example, we employ more men in roles such as labourers and external works operatives which tend to be at the lower end of our pay scale.

Gender bonus gap

We do not pay staff bonuses so have no figures to report.

Conclusion

We are committed to monitoring our gender pay gap and will take proactive action when appropriate. We aspire to be a great place to work and will continue to encourage all staff members to fulfil their potential.



SAXON WEALD

Great homes, building futures

Saxon Weald is charitable community benefit society
(reg no. 7971) and is regulated by the regulator for social housing.

Information correct at October 2019

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