

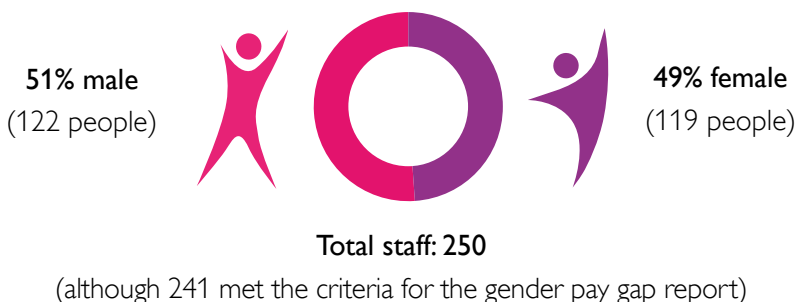
Our gender pay gap report

2021 - 2022



Saxon Weald is an established provider of affordable housing across Sussex and Hampshire. As at 5 April 2022, we employed 250 staff.

What is the gender balance in Saxon Weald?



What is the mean gender pay gap at Saxon Weald?



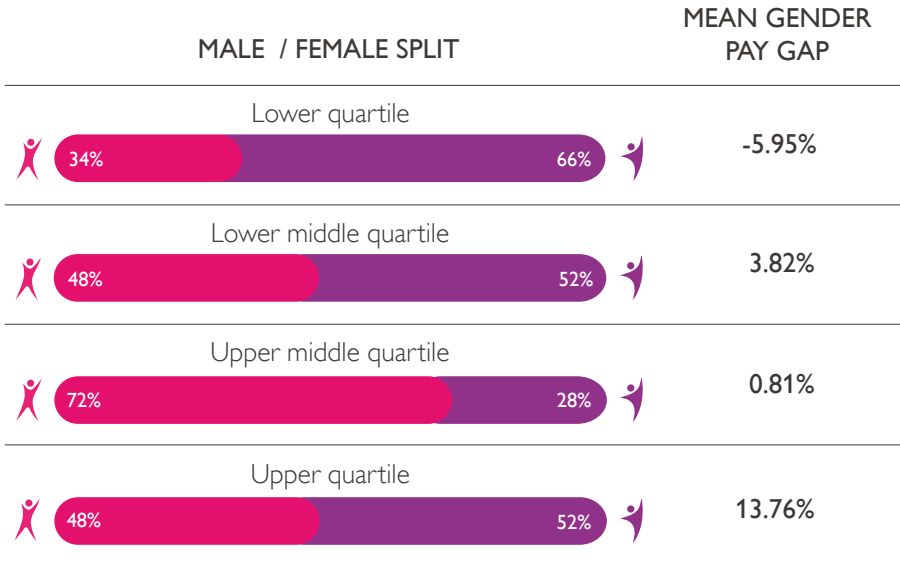
The mean gender pay gap is the percentage difference between the average hourly earnings (excluding overtime) of men and women, expressed as a proportion of men's average hourly earnings.

Organisations have a year to publish their gender pay gap information, so we are not currently able to make comparisons. In 2021, the UK's gender pay gap for all employees was 15.4%.

A gender pay gap is the result of gender imbalance, having more women in junior roles or fewer women in senior roles, relative to men. It is not the same as equal pay. Saxon Weald pay employees equally for the same or equivalent work.

Gender distribution in pay quartiles

Proportion of men and women in each pay quartile



What is the median gender pay gap at Saxon Weald?



The median gender pay gap is 16.37%.

The median gender pay gap is calculated by sorting men's hourly rates from the lowest to the highest and selecting the middle point. The same is done with the women's hourly rates. The median gender pay gap is the difference between these two middle points.

Why is there a gender pay gap?

- Women are under-represented in the leadership team (Upper Quartile) where 70% are male.
- Women are under-represented in the Upper Middle Quartile where many of the roles are HomeFix trade staff (electricians, gas engineers, multi-skilled operatives).



How we're closing the pay gap ...

- We will take positive action where appropriate. In areas where women are underrepresented, if both female and male candidates are of equal ability, we will appoint the female.
- We will continue to review our job offer to ensure it is attractive for existing and new people; providing hybrid working for many of our roles and a greater work/life blend.
- We will improve our monitoring information to identify any barriers to gender equality and take appropriate action.
- We have joined The Women's Trade Network and will take proactive action to encourage and support female staff to join our trade teams and in technical roles.



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