

Our gender pay gap report

2023 - 2024



Saxon Weald is an established provider of affordable housing across Sussex and Hampshire. We included **282 staff** in this report as at **5 April 2024**.

What is the gender balance in Saxon Weald?



What is the mean gender pay gap at Saxon Weald?

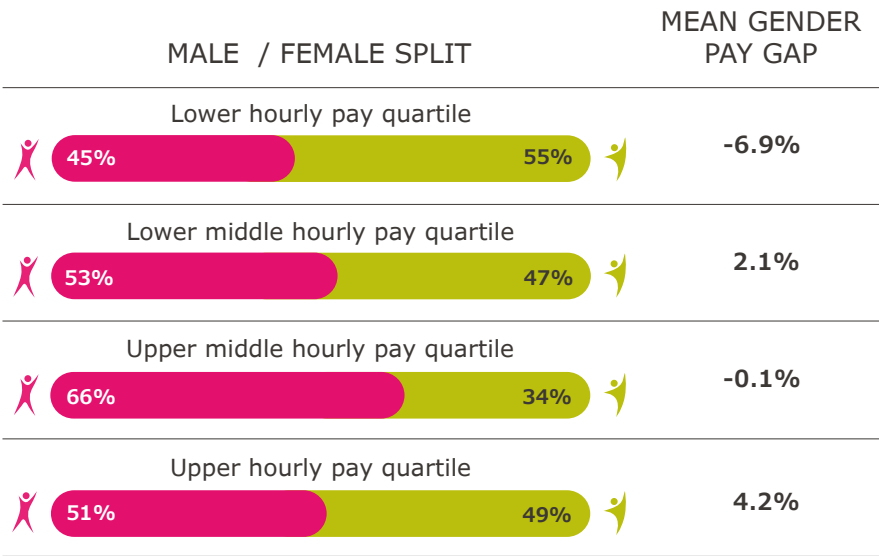


The mean gender pay gap is the percentage difference between the average hourly earnings (excluding overtime) of men and women, expressed as a proportion of men's average hourly earnings.

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 hourly pay quartiles

Proportion of men and women in each pay quartile



What is the median gender pay gap at Saxon Weald?



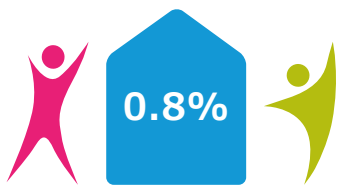
The median gender pay gap is 10.4%

The median gender pay gap is calculated by sorting men’s hourly rate 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.

What is the mean and median for bonus pay at Saxon Weald?

In 2024, Saxon Weald introduced a loyalty reward scheme to recognise and celebrate long serving colleagues who received additional annual leave and a loyalty payment on reaching ten, fifteen, and twenty years' service. For the purposes of gender pay gap reporting these are considered bonus payments.

Saxon Weald's mean gender pay gap for bonus pay is the difference between the mean bonus pay made to male colleagues and those paid to female colleagues.



Mean bonus pay gap 2024



Median bonus pay gap 2024

Why is there a gender pay gap?

- ▶ Women are under-represented in the upper middle pay quarter where many of the roles are HomeFix trade roles including electricians, gas and plumbing engineers, and team leaders.
- ▶ Males are under-represented in the lower hourly pay quarter, where roles such as scheme manager and customer support advisers roles sit.



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 take proactive action to encourage and support female staff to join and progress within our trade teams.



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.





Saxon Weald is charitable community benefit society
(reg no. 7971) and is regulated by the Regulator for Social Housing.

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