

GENDER PAY GAP REPORT

2024 - 2025

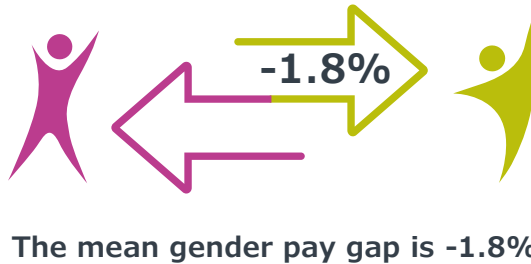


Saxon Weald is an established provider of affordable housing across Sussex and Hampshire. We included **275 colleagues** in this report as at **5 April 2025**.

What is the gender balance in Saxon Weald?



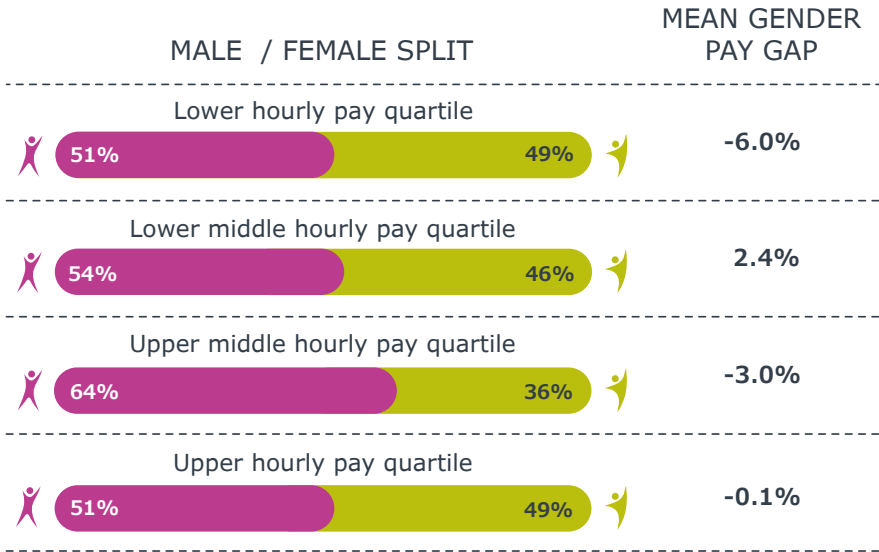
What is the mean gender pay gap at Saxon Weald?



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.

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?



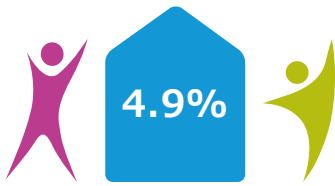
The median gender pay gap is 6.1%

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.

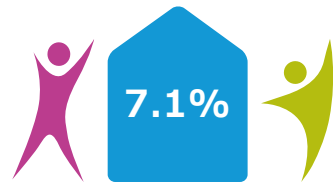
A gender pay gap is the result of gender imbalance, having more women in junior roles or fewer women in senior roles, relative to men. It is not the same as equal pay. Saxon Weald pay employees equally for the same or equivalent work.

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

Saxon Weald does not operate a traditional bonus scheme but offers loyalty rewards for long service. Colleagues with 10, 15 and 20 years of service received £150, £175 and £200 respectively. For gender pay gap reporting, these are classed as bonuses. In 2025, 3.9% of male and 4.7% of female colleagues received a loyalty award. The mean and median bonus pay gaps increased due to more male colleagues reaching longer service milestones with higher payments.



Mean bonus pay gap 2025



Median bonus pay gap 2025

Why is there a gender pay gap?

Women are under-represented in the upper middle hourly pay quarter and the lower middle hourly pay quarter where many of the roles are trade/operative roles working in HomeFix, our repairs service.



How we're closing the pay gap...

We are committed to reducing the gender pay gap and promoting an inclusive working environment. We will continue to take proactive steps by:

-  Delivering ongoing ED&I training and awareness programmes to foster an inclusive culture.
-  Encouraging female applicants for underrepresented roles such as trade/operative roles, and male applicants for roles like Scheme Manager and Extra Care Services Manager.
-  Applying the Rooney Rule to improve diversity in shortlists for roles with underrepresentation, taking positive action where appropriate.
-  Offering inclusive and flexible working options, such as hybrid working and job sharing to attract and retain diverse talent.
-  Supporting the career development of all colleagues regardless of gender.
-  Promoting housing careers at schools, colleges and job fairs to inspire young people, especially young women, to consider careers in housing and trades.





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

Information correct as at April 2025

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