

Our gender pay gap report

2019 - 2020



Saxon Weald is an established provider of affordable housing across Sussex and Hampshire. As at 31 March 2020, we employed 241 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 2020 results are as follows:

Mean gender pay gap: -1.46%

Median gender pay gap: -1.86%









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.

The Government Equalities Office and the Equality and Human Right Commission have suspended gender pay gap reporting regulations for this year, due to the Covid-19 pandemic. This means there will be no comparable statistics for this year. However based on last years' national averages, this result puts us in a favourable position compared with many other organisations. The national average last year was 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	 54% Male	 46% Female	-14.5%
Lower middle quartile	 59% Male	 41% Female	-1.2%
Upper middle quartile	 62.5% Male	 37.5% Female	-0.5%
Upper quartile	 43% Male	 57% Female	21.4%

This is the first time Saxon Weald has had a minus gender pay gap, which means that women are paid more than men. A closer look shows that men are paid more than women in the upper quartile and less in the lower quartile. This is similar to last year. 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

In 2019/20, staff received a £250 bonus payment. Both the mean and median for the gender pay gap bonus was 0%.

Conclusion

We are committed to monitoring our gender pay gap and will be taking positive action when recruiting and by encouraging women to push themselves forward. 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 a charitable community benefit society (reg no. 7971) and is regulated by the regulator for social housing.

Information correct at August 2020

Saxon Weald House 38-42 Worthing Road, Horsham, West Sussex RH12 1DT

t: 01403 226000 | e: hello@saxonweald.com | www.saxonweald.com

