

A photograph of three employees in a modern office setting. A man on the left, a woman in the middle, and a woman on the right are seated at a table with laptops, engaged in a conversation. The office has large windows and modern lighting.

GENDER PAY GAP REPORT 2023

We want to create places to live that our customers are proud to call home. To do this we need to attract and retain the right people. An important part of this is rewarding colleagues in a fair and transparent way.

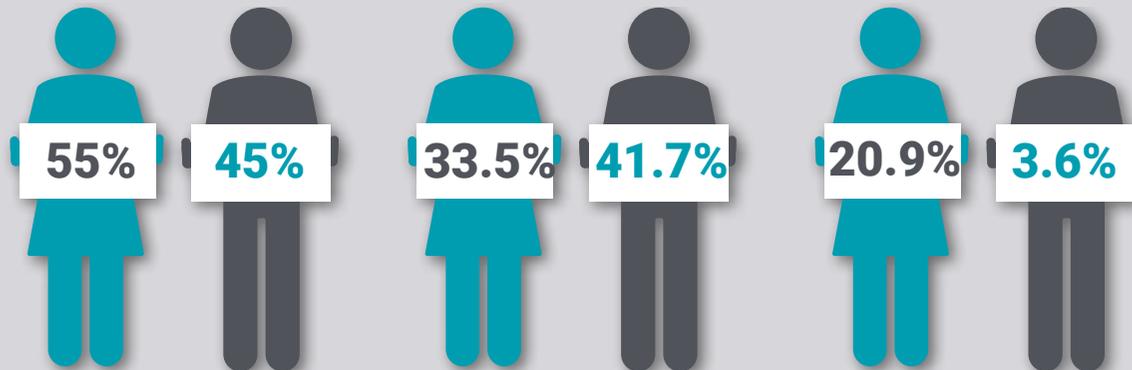
ABOUT THE DATA

- The data reported is defined by the government and a snapshot of when the pay data is taken on 5 April 2023.
- Bonus payments are for the 12 months prior this.

OUR COLLEAGUES

(excluding those on sickness or maternity and leavers)

Gender of colleagues Full time workers Part time workers



Total colleagues 381

WHAT IS GENDER PAY?

Gender pay gap is... the difference in the average hourly wage of all men and women across a workforce.

Mean gender pay gap... is difference between the mean hourly rate of pay for male and female employees.

Median gender pay gap... difference between the median hourly pay for male and female colleagues.

Mean bonus gender pay gap... the difference between the mean bonus pay of male to female colleagues.

Median bonus gap... the difference between the median bonus paid to males than female colleagues.

Bonus proportions... proportion of male to female receiving a bonus payment.

Quartile bands... proportion of male and female colleagues in the lower, lower middle, upper middle and upper quartile pay bands.

POINTS TO NOTE

The **mean** is calculated by adding up all the salaries and dividing by the number of colleagues at the snapshot date.

The **median** is calculated by finding the middle value in our pay at the snapshot date.

Bonus payments include any one off or incentivised, productivity or performance related bonuses, recognition payments such as WOW wall and long service awards.

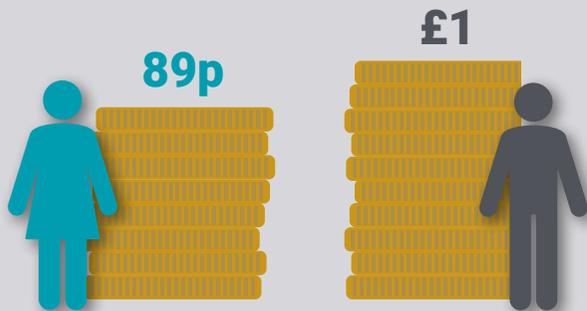
Gender pay gaps are calculated from gross figures, not net. However, any type of "deduction" made via salary sacrifice must be taken into account. This is because salary sacrifices are not a true deduction, but instead a negative "payment".

OUR PAY GAP RESULTS

Mean



Previous year 14%



The mean gap has reduced; for every £1 a male earns, a female earns £0.89p.

Median



Previous year 20.6%



The median gap has reduced; for every £1, a male earns a female earns £0.86p

Bonus pay gap

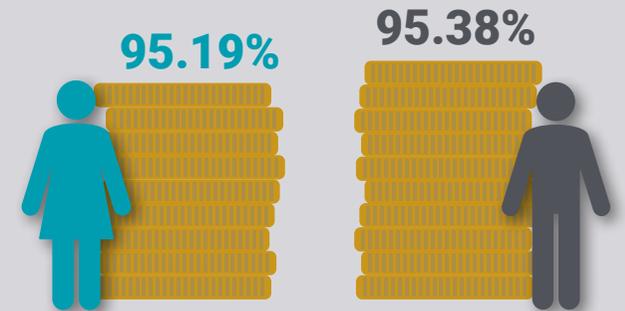


Previous year 81.7%



Previous year -30%

Bonus pay awarded



The bonus gap has been improved by the rolling up of the gas team bonus into their base pay, along with a cost of living payment of £1000 FTE made in March to all colleagues. Other bonus payments reflected here are Refer a Friend recruitment bonuses, which 9 females received compared to 3 males, and long service awards which 19 females received compared to 22 males.

PAY BANDS

This is the summary split showing where men and women sit in terms of the quartile pay bands.

Band A standard hourly rate = above upper quartile

Band B standard hourly rate = above median but at or below the upper quartile

Band C standard hourly rate = above lower quartile but at or below the median

Band D standard hourly rate = at or below the lower quartile

Band A



61%

39%

Previous year 63%/37%

Band B

53%

47%

Previous year 62%/38%

Band C

55%

45%

Previous year 46%/54%

Band D

16%

84%

Previous year 18%/82%

UNDERSTANDING THE PAY GAP

We are pleased that the disparities in pay bands are evening out, which demonstrates the success of our new approach to our annual pay awards. This April saw colleagues under a threshold receive a higher percentage of pay increase than those that sit in the upper bands. A more even balance between numbers of male and female colleagues in the leadership team has helped to reduce some disparity. Our trades team, who are male dominated, also continue to push the higher quartile disparity towards males.

Actions

We are committed to a pay strategy that is fair and equal for all. Our new pay principles ensure pay is set fairly and equitably and is reviewed regularly in line with those principles. We also continue to work on our talent acquisition to attract more females to the trades team and continue to review this data alongside our internal EDI network, focusing our discussions around the disparity within roles that fall within pay band D.



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