**Gender Pay Gap Data at 5th April 2021**

**Introduction**

**South Tyneside Homes manages estates and Council housing stock on behalf of South Tyneside Council. To do this effectively, we have agreed values and objectives with our partners and customers.** Our vision is to deliver excellentservices in neighbourhoods through empowered and motivated staff.

We have committed to making sure that everyone is given a fair chance to access our services and employment opportunities. Our aim is to be an employer of choice, to treat all people fairly and ensure our employees understand and practice our commitment to equality and diversity.

The Government requires all employers with over 250 employees to report their gender pay gap on an annual basis. The gender pay gap data highlights the difference between the average pay of men and women; it is not a measure equal pay, which relates to what men and women are paid for the same or similar roles or work of equal value. The Company is an equal pay employer. Our pay structure is subject to transparent and robust job evaluation processes using the recommended Gauge System.

**Gender Pay Gap Data as at 5th April 2021**

South Tyneside Homes collected data on 5th April 2021 at which time our workforce (full pay relevant employees) consisted of 424 men and 185 women (70% / 30% respectively). Please note there is an annual pay award pending.

The figures in the table below show that the Company has a mean gender pay gap of 4.34% which is the difference between the mean (average) hourly rate of pay of male and female full pay relevant employees. This is an increase from 3.2% in April 2020 but 1.2% decrease from April 2017 when the figures were first reported. The median gender pay gap is the difference between the median hourly rate of male and female full pay relevant employees and is 0% which has decreased from 0.93% in April 2020. The annual survey of hours and earnings (ASHE) gender pay gap tables released by the Office of National Statistics Great Britain in November 2021 shows an average mean gender pay gap across all employers in the Public Sector of 14.8% and a median gender pay gap of 18% therefore the Company remains well below the national average.

The Company does not pay bonus payments and therefore does not have a gender pay gap to report.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Women’s earnings at 5th April 2017 are** | **Women’s earnings at 5th April 2018 are** | **Women’s earnings at 5th April 2019 are** | **Women’s earning at 5th April 2020 are** | **Women’s earning at 5th April 2021 are** | **Variance 2020 – 2021** |
| **Mean gender pay gap in hourly pay** | 5.54% lower | 5.04% lower | 5.38% lower | 3.20% lower | 4.34% lower | 1.14 increase |
| **Median gender pay gap in hourly pay** | 0% lower | 6.29% lower | 1.9% lower | 0.93% lower | 0% lower | 0.93 decrease |
| **Difference in mean bonus payments** | 0 | 0 | 0 | 0 | 0 |  |
| **Difference in median bonus payments** | 0 | 0 | 0 | 0 | 0 |  |

The proportion of men and women in each pay quartile is shown below. 58% of women (108 employees) are in the lower and lower middle quartiles compared to 46% (196 employees) of men. 42% of women (77 employees) are in the upper middle and upper quartiles compared with 54% (228 employees) of men.

Proportion of men and women in each pay quartile (%) - Men Women

The median hourly rate for both men and women is £13.92 and the average hourly rate per quartile is shown in the table below.

|  |  |
| --- | --- |
| **Quartile** | **Hourly rate** |
| **Lower** | £10.53 |
| **Lower middle** | £13.00 |
| **Upper middle** | £14.54 |
| **Upper** | £20.74 |

The Company has a small proportion of part time employees. 567 employees (93%) are full time and 42 employees (7%) are part time. The numbers of full time and part time staff in each quartile are shown in the table below.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Quartile** | **Full time** | | **Part time** | |
| **Men** | **Women** | **Men** | **Women** |
| **Lower** | 104 | 40 | 0 | 8 |
| **Lower middle** | 89 | 48 | 3 | 12 |
| **Upper middle** | 106 | 32 | 4 | 11 |
| **Upper** | 118 | 30 | 0 | 4 |
| **Total** | **417** | **150** | **7** | **35** |

**Progress towards closing the gap**

The Company is committed to taking action to reduce the gender pay gap however we recognise that we need to continue to take action and monitor our data as outlined below:-.

* We continue to review our recruitment processes to ensure there is no bias in recruiting decisions and we ensure our adverts use gender-neutral language and encourage applicants from all groups to apply. We will analyse our workforce to identify any imbalance in gender in particular roles/levels and implement strategies to support this.
* We offer a range of flexible working arrangements including flexi-time, job share, part time working, compressed hours etc. We will continue to identify any barriers to accessing flexible working and encourage flexible working across the Company.
* We will ensure that opportunities via succession planning and talent development arrangements across the organisation are as accessible as possible to all employees.
* We will continue to benchmark across our peers and evaluate the results and identifying best practice which can be implemented within the Company.