

Gender Pay Gap Report 2023

In this report, you will find information highlighting the gender pay gap between men and women working at Orwell.

If you would like to view the online version and download the pdf, please use the QR code below.



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www.orwell-housing.co.uk/genderpaygap/
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Orwell Housing Association Limited

Gender Pay Gap Report 2023

Results

Orwell's gender pay gap is as follows:

Mean gender pay gap:	13.7%
Median gender pay gap:	8.4%
Mean bonus gender pay gap:	29.2%
Median bonus gender pay gap:	0.0%

Proportion of males and females receiving a bonus payment:

Male:	88.4%
Female:	86.9%
Bonus Gap:	1.5%

Proportion of males and females in each quartile band:

Lower Quartile:

Male:	14.9%
Female:	85.1%

Lower Middle Quartile:

Male:	12.5%
Female:	87.5%

Middle Quartile:

Male:	24.4%
Female:	75.6%

Upper Quartile:

Male:	35.3%
Female:	64.7%

Written Statement

These calculations are in accordance with the requirements, are accurate and will be published in an accessible place on Orwell's website and also on the Government's designated website, <https://www.gov.uk/report-gender-pay-gap-data> by 5 April 2024.



Wendy Evans-Hendrick
Chief Executive

Date: Friday 19th January 2024

Orwell Housing Association Limited

Gender Pay Gap Report 2023 - Narrative

Based on the Government's methodology, Orwell is reporting a mean gender pay gap of 13.7% and a median gender pay gap of 8.4%.

Mean gender pay gap has increased significantly (4.6%) on last year.

Median gender pay gap has increased slightly (0.3%) on last year.

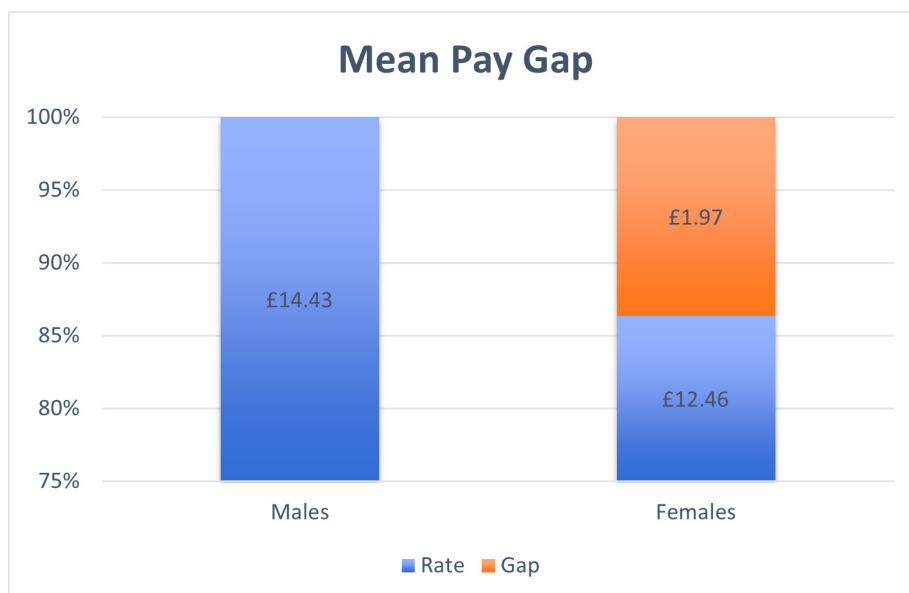
The latest national benchmark is a median pay gap of 9.4% (April 2022 reporting deadline).

How do we compare?	2023	2022	2021	2020	2019*	2018*
Gender pay gap (mean)	13.7%	9.1%	0.5%	11.3%	9.4%	18.5%
Gender pay gap (median)	8.4%	8.1%	14.1%	12.0%	5.0%	11.2%
Gender bonus gap (mean)	29.2%	10.3%	2.3%	41.3%	-212.5%	-7.1%
Gender bonus gap (median)	0.0%	-40%	0.0%	60.0%	-100.0%	-25.0%
Males receiving bonus	88.4%	66.7%	45.8%	16.4%	15.6%	24.6%
Females receiving bonus	86.9%	76.5%	53.3%	13.2%	13.8%	14.5%

* Used an altered methodology to recent years

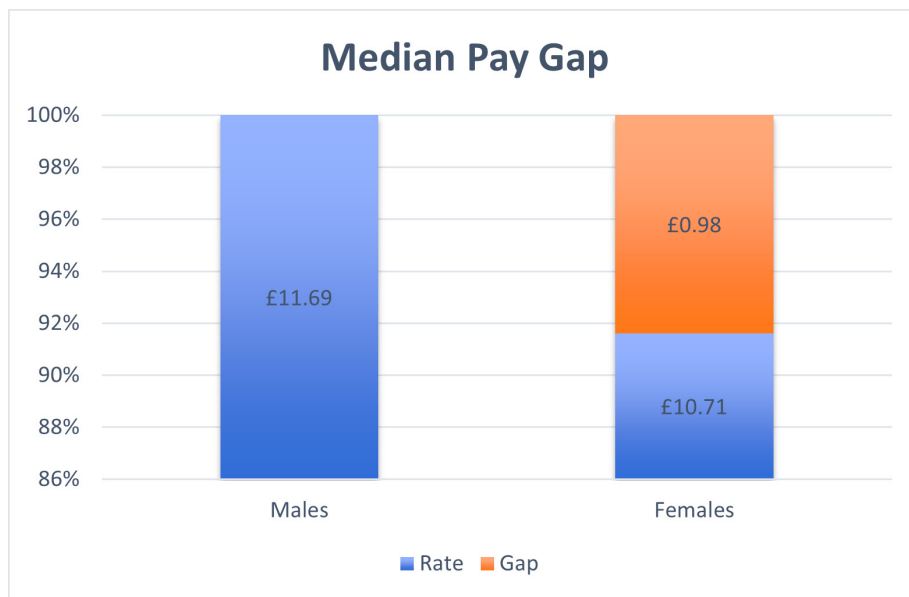
Mean Gender Pay Gap

The mean gender pay gap is the difference between the average hourly earnings of men and women and reveals a gap of £1.97 per hour in favour of male colleagues (an increase of 76p per hour compared to last year):



Median Gender Pay Gap

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary revealing a gap of 98p per hour, in favour male colleagues (an increase of 9p compared to last year):

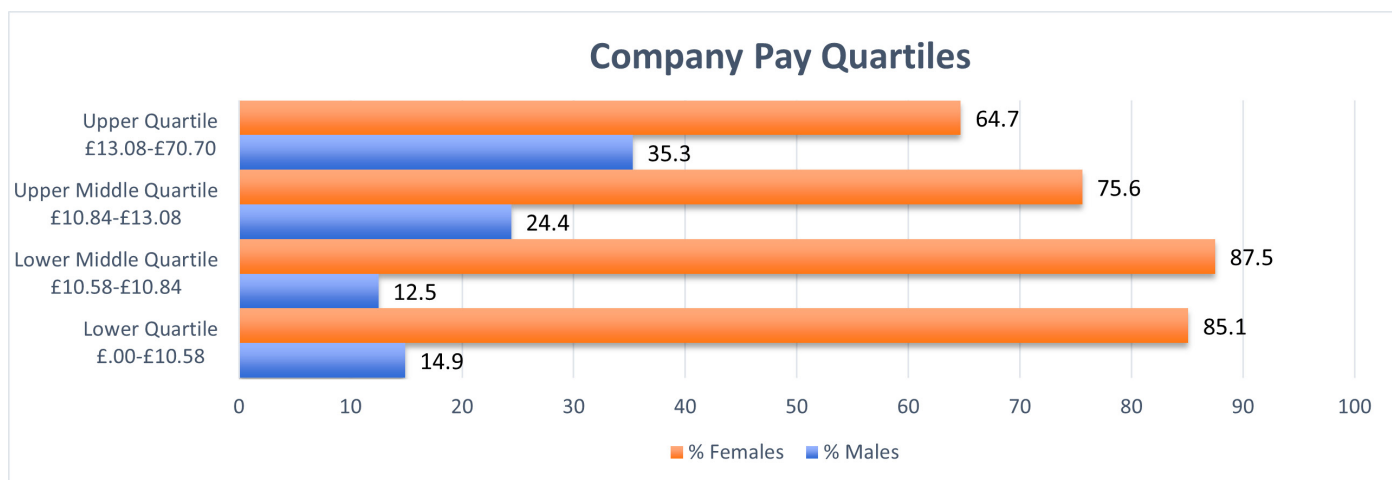


Bonus Pay Gap

The mean bonus gap has widened compared with last year by 18.9% (in favour of men) and the median bonus pay gap has reduced to no gap at all – the ultimate objective.

	Received Bonus	Mean	Median
% Males	88.4	£147.71	£50
% Females	86.9	£104.51	£50
% Bonus Gap	1.5	29.2	0.0

Orwell experiences an overall 78:22 gender split in favour of women (compared to 80:20 in all previous years) which is less closely reflected in the Upper (highest paid), Lower Middle (second lowest paid) and Lower Quartile (lowest paid) pay quartiles:



Upper Quartile (highest paid):	decreased* by 6.5% to 64.7% females
Upper Middle Quartile:	decreased* by 3.5% to 75.6% females
Lower Middle Quartile:	increased* by 2.2% to 87.5% females
Lower Quartile (lowest paid):	increased* by 3.7% to 85.1% females

* compared with previous report

The Upper Quartile accounts for the broadest range in hourly rate (spanning £57.62) and includes approximately 152 colleagues. The Lower Middle Quartile spans 26p and includes approximately 348 colleagues (52 less than last year). The Lower Quartile spans £5.77 and includes 59 colleagues:

Quartile	Male	Female	Typical Roles
Lower	12	47	Apprentice, Administrator, Cleaner, Finance Assistant, Handyperson, Mobile Gardener (Level 1).
Lower Middle	45	303	Care Assistant (EC), Caretaker, Concierge, Support Worker (LD).
Upper Middle	30	84	Support Worker (TSH), Senior Support Worker (LD), Team Leader (EC).
Upper	62	89	Service Manager, majority of core/office roles, Exec team.

What are we doing about it?

Establish Diversity & Inclusion data: improve data collection, analysis and reporting to promote transparency of the representation of women and other under-represented groups, with a view to creating meaningful dashboards of data.

Set gender targets: for job applications and shortlisting and promotion opportunities, to monitor what change will be achieved, and by when.

Encourage people returning to the workplace to apply, particularly retired people looking to boost their income during the cost-of-living crisis. Offer support before and during assessment.

More full-time job opportunities: review the possibility of advertising a greater number of full-time posts, particularly within Care and Support.

Short-list more than one woman for interview in non-traditional female roles: increase chances of women being appointed.

Skill-based assessment in selection.

Create apprentice positions: increasing the percentage of males employed and in Lower and Lower Middle Pay Quartiles, lowering mean and median male hourly pay.

Reward and pay transparency and accessibility: review the salary range formula, starting salary level will move to median from 1 September 2023, complete the design of an Orwell Apprentice Wage progressing to 85% of substantive role salary equivalent, reward budgets for budget holders to allocate, complete the assessment of a recognition platform to achieve instant reward/award access.

Succession and progression policy: equal opportunity for career progression and an awareness of any risk of unconscious bias in decision making. Clear succession planning process with mentoring support. Sharing 'my story' of both male and female colleagues in Careers pages.

Learning & Development: promote the Orwell Building Leaders programme to aspiring leaders, preparing more female colleagues for roles with higher earning potential.

Learning & Development: coaching for female colleagues via the launch of our Coaching & Mentoring programme (currently in development).

Promote **Shared Parental Leave.**

Employee involvement: to share the latest gender pay gap report with Employee Voice group representatives asking them to identify internal factors and action plan gap reductions.



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or call 0345 60 100 30**

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