



Estuary Housing Association

Estuary
HOUSING ASSOCIATION LTD

Gender Pay Gap Report 2018

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require organisations employing more than 250 people to undertake Gender Pay Reporting and publish the results on both the company website and the government's (prescribed) website within one calendar year of April 5th.

A Gender Pay Gap is the difference in average pay of men and women in an organisation. It is not the same as equal pay (which relates to men and women receiving the same pay for the same work).

Estuary's report uses data from the "snapshot" date of 5 April 2018 and shows the difference between the average earnings of men and women in our organisation on that date.

Estuary Housing Association – 5th April 2018	
Mean Gender Pay Gap (average hourly rate)	21.4%
Median Pay Gap (median hourly rate)	23.3%
Mean Bonus Pay Gap	38.7%
Median Bonus Pay Gap	-33.3
Proportion of males to females receiving a bonus	No of relevant male employees = 106 No receiving a bonus = 15 Percentage = 14% No of relevant female employees = 268 No of receiving a bonus = 47 Percentage = 17.5%

Proportion of males and females in each quartile:	
Lower Quartile	Males = 27% Females = 73%
Lower Middle Quartile	Males = 14% Females = 86%
Upper Middle Quartile	Males = 30% Females = 70%
Upper Quartile	Males = 39% Females = 61%

Summary of the Data Findings:

Estuary is a diverse business with a predominantly female workforce. As at 5 April 2018 the workforce comprised as follows:

- 106 males (28%)
- 268 females (72%)

There is very little change from 2017 in the makeup of our staff. Turnover is at 14% (as at 31st March 2018).

A large part of our service provision is within our Support & Care department, where we employ the majority of our staff (118 female and 34 male staff). It is recognised nationally that the care and support market is predominantly female in its workforce. Skills for Care report that the care sector as a whole in 2017 comprised 82% female and 18% male staff.

Bonus Pay Gap

During the reporting period preceding April 2018 the proportion of relevant males in the workforce receiving a bonus was 14% and the proportion of relevant females who received a bonus was 17.5%. Unlike 2017, where there was a bonus payment made as part of the negotiated pay award, there has been no bonus payment to any staff this year as part of the pay package. Bonuses reported for 2018 relate only to our Exceptional Performance Award scheme where staff members or teams are nominated for awards for exceptional performance which evidences our values of excellence, care and innovation. It is worth noting that some awards are given for innovative work which saves the organisation money (or resources) and these awards may be higher based on the benefits achieved.

The Median Bonus Pay Gap for Estuary is -33% (i.e. the median point for females was greater than for males).

Commentary from the Executive Team at Estuary

We acknowledge that the snapshot data shows a Gender Pay Gap for Estuary of 21.4%. This is slightly above last year's figure and above the national average of 17.4% (Government Equalities Office). Whilst we recognise that this gap is primarily due to the larger representation of female employees within our Support & Care department, we acknowledge that there is work for us to do to try to balance representation within our organisation and we are committed to ensuring that all our staff are fairly rewarded for their contribution to the work we do, irrespective of gender.

Estuary offers a wide range of options to facilitate work life balance and policies and

processes which ensure equality and market pay and benefit alignment such as:

- Equality & Diversity Policy
- Maternity/Paternity/Shared Parental Leave Policies
- Flexible Working Policy
- Agile Working Policy
- Carers Leave
- Career Breaks
- Child Care Vouchers
- Option to purchase additional annual leave
- Training & development opportunities and Career Pathways (including sponsored qualifications)
- Annual Equal Pay reviews
- Salary Benchmarking/External Market Review
- Recognised Trade Unions (Unison and Royal College of Nursing) and Joint Negotiating Committee
- Apprenticeships and Graduate Placements

Summary Discussion

The Gender Pay Gap has reduced nationally in 2018 to 8.7% for full time workers (9.5% for NHS employers) and 17.4% for all workers. The Kings Fund in their article *The Gender Pay Gap: What Now?* (14th June 2018), have asked “what is causing the remaining pay gap” with several themes emerging:

Women and Men do different jobs: For example, 90 per cent of engineers are male, while 83% of primary school teachers are female. The Office for National Statistics estimates that this is responsible for 36% of the current gender pay gap.

Jobs done by women are undervalued by society: Jobs with a higher percentage of women tend to be lower paid.

The Health & Care Sector: the Kings Fund state that the sector is a good illustration of all these factors at play – it is female dominated (77% of the NHS workforce and 82% of the adult social care workforce are female).

It is no secret that the health and care sector is short-staffed and there is a need for the sector to encourage more men into traditionally female careers. And alongside this is the need to ensure our ‘family-friendly’ strategies are gender neutral.

Action Plan

Estuary will continue to work to eliminate its gender pay gap. Our action plan for the next year will include:

- 1. Ensuring we increase the pay of lower paid roles in further incremental stages to reach the National Living Wage by 2020 (for all genders). This will require continued work with commissioners of our services (Local Authorities and NHS partner agencies) to agree sustainable hourly rates for the services we provide and recognition of the value of these support and care roles.**

- 2. Continue to develop options for recruitment which include more diversity, flexibility and gender neutrality. This will go hand-in-hand with our current work on digital transformation and agile working, offering more flexibility for both male and female prospective applicants who may have caring responsibilities. Estuary has historically ensured that the Senior Management Team has a good representation of both male and female Directors (60% male and 40% female in 2018) and the Middle Management Team (29% male and 71% female), and will continue to ensure, through career progression support and recruitment options, that we try to maintain that equal balance where possible. Again we would stress that this is set against a primary objective to recruit the best possible person for the job.**

- 3. Continuing to monitor recruitment, pay and bonus data specifically for fairness, inclusivity and gender bias.**

I, Paul Durkin, Chief Executive, confirm that the information in this statement is accurate.

Signed:



Date: March 2019