

Family Housing Association - Gender Pay Gap Report 2019



Introduction



From April 2017 the UK government introduced gender pay gap reporting for all companies employing more than 250 people.

The gender pay gap shows the difference between the average hourly pay received by men and women in Family Housing across all ages, roles and levels on the reference snapshot date of 5th April 2019.

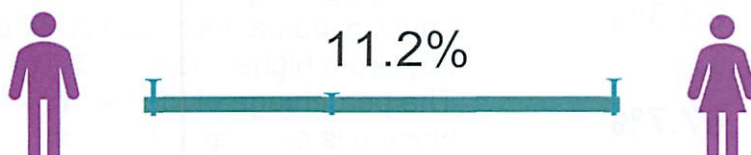
About Family Housing

Family Housing Association (FHA) was established in 1975 and provides a wide range of housing solutions for single people, families, older people and people who need care and/or support to maintain their tenancy. FHA operate over five local authority areas in South and West Wales

Family Housing Gender Pay Gap

In the main we believe that our Gender Pay Gap is caused not by inequity in our approach to pay, but by the impact of low pay in front line care and support roles across the health and social care sector. Such roles are predominantly occupied by females. As employers we have little scope to improve pay for these roles as they are part of contracts commissioned by local authorities.

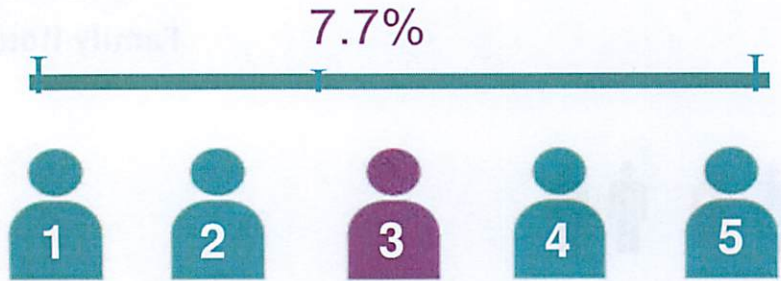
Mean gender pay gap



The mean average is calculated by adding up all the hourly pay rates and dividing the result by the number of employees. The mean average for both men's and women's hourly pay are calculated and the difference is reported.

The mean gender pay gap of 11.2% represents a widening of the gap by 1.5% from last years' figure, reported at 9.7%.

Median gender pay gap





The median is calculated by listing all the hourly pay rates in numerical order. The median is the middle amount. The median for both men's and women's hourly pay is calculated and the percentage difference is reported. This represents a marginal increase of 0.8% from last years' figure, reported at 6.9%.

Bonuses

No employees are paid bonuses

Pay Distribution

The percentage of men and women is calculated for each quartile as shown below:

	Pay Quartiles	
39.7%	Upper	60.3%
32.3%	Upper Middle	67.7%
30.2%	Lower Middle	69.8%
19.4%	Lower	80.6%

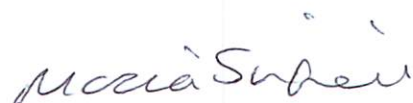
The distribution of men and women is shown in pay quartiles, this is simply splitting employees into four equal sized bands based on hourly pay, from highest to lowest. The percentage of men and women is calculated for each quartile. 70% of our workforce are female and 30% male. A large proportion of our female workforce are employed in front line care and support roles.

What have we done to tackle Gender Pay?

- ✓ Job Evaluation - in 2017/18 we undertook Job Evaluation, which provides a robust, consistent, gender neutral method for assessing and comparing the value of different jobs across the organisation. This was a key action in achieving equal pay where everyone is paid the same rate for roles of equal value.
- ✓ New Pay Structure - Job Evaluation underpinned the development of our new pay structure which moved away from pay scales to spot salaries, this is widely considered a fairer and less discriminatory system, it is also simple to understand and transparent. Our new pay structure is being implemented over a 3-year period so will not be fully in place until April 2020, we will not see the full impact of this until the assimilation is complete.
- ✓ We have reviewed our recruitment and selection procedures and can find no evidence of gender imbalance in our shortlisting, interview or selection procedures. The imbalance exists in the high number of female applicants for care and support roles, which is consistent with the health and social care sector across the UK. Conventionally, women have undertaken many more caregiving roles than men, both inside and outside work – and this gender-based perception is hard to change.
- ✓ We continue to discuss pay levels for care and support roles when tendering or reviewing contracts commissioned by local authorities
- ✓ We undertook a pay benchmarking exercise in 2019 which will see a typical increase of 2% across all levels. While this may not have an impact on the gender pay gap we are satisfied that our salaries are commensurate with the wider sector
- ✓ In April 2020 we will be paying the real living wage which will have a positive impact on our lowest paid staff. We do not envisage that this will have an impact on the lower quartile pay gap as this group is predominantly female care and support staff, who are already paid above the real living wage rate.

Supporting Statement from Chief Executive – Marcia Sinfield

I confirm that Family Housing Association is committed to the principle of Gender Pay Equality and equal treatment for all employees. We have prepared our 2019 gender pay gap results in line with mandatory requirements.



Marcia Sinfield