



Central & Cecil Housing Trust Gender Pay Report 2017

Introduction:

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

C&C's report covers the "snapshot" date of 5 April 2017 and comprises of calculations that show the difference between the average earnings of men and women in our organisation.

C&C's workforce by gender:

C&C is a diverse organisation with a predominantly female workforce. As at 5 April 2017 the workforce comprised 106 males & 464 females (18.59% males and 81.41% females). Skills for Care report that the care sector as a whole in 2017 comprised 82% female and 18% male staff.

Mean Gender Pay Gap:

As at 5 April 2017 average (mean) hourly pay for males was £14.84 and average (mean) hourly pay for females was £11.17.

This means that C&C's mean gender pay gap as at 5 April 2017 was 24.70% - i.e.: mean pay for males was 24.70% more than mean pay for females.

The mean average pay is calculated by adding up the pay of all in the group and dividing this by the number of people in the group.

Median Gender Pay Gap:

As at 5 April 2017 median hourly pay for males was £11.13

Median hourly pay for females was £9.01

This gives a Median Gender Pay Gap of 19.05% on the reporting date of 5 April 2017 - i.e.: median pay for males was 19.05% more than median pay for females.

The median pay is arrived at by placing the hourly pay for all in the group in order of amount, the mid-point value in the group being the median.

Bonus Pay Gap

We are required to report our bonus pay gap.

During the reporting period for the financial year of 2016 / 2017 the proportion of males in the workforce receiving a bonus was 0% and the proportion of females in the workforce who received a bonus was 0.22%

As no male staff received a bonus we cannot calculate a mean bonus pay gap. There is no median bonus pay gap as median value for both men and women is zero.

Pay across Quartiles as at 5 April 2017

Splitting pay into quartiles (four equal sections ranked by pay amount) gives a distribution of males and females within each quartile as follows:

Quartile	Male %	Female %
1 (lower)	15.00%	85.00%
2	10.29%	89.71%
3	18.31%	81.69%
4 (higher)	31.47%	68.53%

C&C has a predominantly female workforce and therefore it would be expected that the proportion of women and men would be reflected consistently across all quartiles. The above table shows that the 3rd pay quartile (upper medium) does reflect the overall proportionate of women within the whole of C&C (approximately 4:1 ratio). However, women are under represented at the highest pay quartile and men are under represented at the two lowest pay quartiles.

Conclusions and Resultant actions:

C&C does have a gender pay gap. C&C has a predominantly female workforce. Although females make up the majority of all pay quartiles, the gender pay gap is driven by the under-representation of women in the upper quartiles and the under-representation of men in the two lower paid quartiles, a pattern common to most of the UK. C&C's median gender pay gap of 19.05% is comparable to the UK's median gender pay gap of 18% (as reported by the government Equalities Office in November 2016). Meaningful sector comparison will not be possible until next year, once all Care and Housing organisations have reported their data.

C&C aspire to eliminate any gender pay gap and reaffirm a commitment to treating all employees equally regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We have a variety of initiatives and policies in place whose aim is to ensure equality and fairness and in turn reduce the gender pay gap. Family friendly policies such as Job sharing, Home and Remote Working, and flexible working arrangements have been introduced in recent years. Learning and Development initiatives also encourage staff to develop and move in to higher paid roles. We recognise the importance of working with the Joint Staff Council in supporting staff and highlighting any potential discrimination.

C&C will work to eliminate its gender pay gap. Human Resources will review current recruitment and development practices to ensure females are encouraged into higher paid roles and to actively encourage more men into care roles. During 2017, recruitment practices have been amended so that all applicants to higher paid roles are screened by an external occupational psychologist at the initial stages to negate the potential for unconscious bias in recruitment decision making. Furthermore, during 2018, Management Development Programmes and Career Development Programmes will be explored with the aim of retaining talent and this should help in redressing the pay gap.

I confirm that the information in this statement is accurate.



Julia Ashley
Chief Executive