



Gender Pay Gap Report 2020

This document has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Introduction

Employers with 250 or more employees as at a specified 'snapshot' date are required to publish gender pay gap information by October 2021 based on data from April 2020. Raven's total headcount on the snapshot date of 5th April 2020 was 285.

Foreword

Everyone at Raven is proud of our purpose "Building Homes, Changing Lives".

In the face of turbulent times, our purpose remains clear - we don't just build houses, we build homes; and we provide the services and support that help change lives.

How we deliver our purpose is important to us, and our four values inform everything we do:

Trust - we earn trust by being open and accountable

Understand - we seek to truly understand others' needs before we act

Collaborate to innovate - we collaborate with colleagues, customers, and partners to develop innovative services

Care - we come to work because we care about providing good quality, affordable homes, and services to those that need them. We believe we can make tomorrow better than today.

As an IIP Gold accredited organisation we recognise our staff as central to achieving our purpose and as outlined within our Equality, Diversity & Inclusion strategy we are committed to a culture built on principles of fairness and trust, where differences are celebrated, and every employee is valued. As part of this, it is important that we recruit, develop, and recognise our employees based on individual merit, regardless of ethnicity, gender, age, disability, religion, or sexual orientation.

Summary

This report contains the Gender Pay Gap (as of 5th April 2020) for Raven Housing Trust, as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We recognise the implementation of mandatory gender pay gap reporting as an important step towards transparency and greater equality for women in work.

Raven has a mean gender pay gap of 1.2% favouring women (reported in accordance with requirements as - 1.2%). This is very different to the national picture, with the mean gender pay gap for Not-for-Profit organisations reported by the Office of National Statistics as 21.8% favouring men. We also compare favourably to other organisations as reported on the government database, with a mean gender pay gap for organisations in the not-for-profit sector of 5.8% favouring men.

Our median gender pay gap is 5.8%, which means that when our hourly pay rates are listed from highest to lowest, the middle pay rate for male employees is higher than for female employees. This is a change to 2019 when our median gender pay gap was favourable to women, and the current figure is reflective of the fact that we have created additional employment opportunities such as apprenticeship and trainee positions that, due to the nature of the role, attract lower salaries, and these have been filled by women.

Our mean gender bonus gap is 31% in favour of male employees and our median gender bonus gap is 47.6% in favour of male employees. This is because our bonuses are a percentage of base salary and the male employees who received bonuses are in positions that attract high salaries. Overall, we have paid bonuses to a higher percentage of female employees than male.

Gender Pay Report – Profile and Results

1. Requirements

Mandatory Gender Pay Gap Reporting regulations require organisations with 250 or more employees to report their pay gap as of 5th April (snapshot date) with the following information:

- i. Mean gender pay gap: the difference between the average hourly rate of pay received by male and female employees.
- ii. Median gender pay gap: the difference between the middle hourly rate of pay for male and female employees when listed from highest to lowest.
- iii. Pay quartiles: the percentage of men and women that fall within four equal-sized pay bands, based on hourly rate of pay.
- iv. Mean gender bonus gap: the difference between the average bonus pay received by male and female employees in the 12 months to the snapshot date.
- v. Median gender bonus gap: the difference between the middle bonus amount for male and female employees when listed from highest to lowest.
- vi. Percentage of men and women who received bonuses.

Relevant employees:

All those employed on the snapshot date are regarded within the legislation as 'relevant' employees and are included in the metrics, even if they joined or left

Raven part-way through the applicable pay period and were paid for only a portion of that pay period.

The first four of the above metrics are based on data relating to ‘full-pay relevant’ employees, which according to the legislation is those who, during the pay period that includes the snapshot date, were paid their normal pay for the hours they worked. For part-time employees, this is their usual pro-rata pay. The data for these metrics therefore *excludes* employees who, as a result of being on maternity leave, sick leave or special leave (e.g. sabbatical or other type of unpaid leave), were paid at a reduced rate.

For the bonus calculations, all relevant employees are included, regardless of whether they received full, normal pay during the pay period.

2. Raven’s Gender Profile

Data collected on employees as of 5 April 2020 (the snapshot date) shows the following workforce gender breakdown:

Male	136
Female	143
Total no. of full-pay relevant staff	279

Of the total 279 full-pay relevant employees that were employed on the snapshot date, 49% were male and 51% female.

3. Gender Pay Results

- i. The mean gender pay gap in hourly pay for Raven is 1.2% and is more favourable to women (reported as -1.2%)
- ii. The median gender pay gap in hourly pay for Raven is 5.8% and is more favourable to men.
- iii. Pay quartiles by gender (these quartiles are set out in the reporting requirements)

Quartile Pay Bands	Male	Female
Pay Band A: Lower Quartile	44.9%	55.1%
Pay Band B: Lower Middle Quartile	45.7%	54.3%
Pay Band C: Upper Middle Quartile	58.6%	41.4%
Pay Band D: Upper Quartile	45.7%	54.3%

- iv. The mean gender bonus gap for Raven is 31% and is more favourable to men.
- v. The median gender bonus gap for Raven is 47.6% and is more favourable to men.
- vi. The percentage of male employees who received a bonus is 2.1% and the percentage of female employee who received a bonus is 3.4%.

4. Commentary

Raven’s mean gender pay gap for 2020 is significantly below national averages as reported by the Office of National Statistics and those held within the government database, in that Raven has a positive skew towards female employees. This is because a higher percentage of female than male employees are within Pay Band D (the highest) and in fact, almost half of our total female population (46%) is within the top two pay bands, with more than half of this group in Band D and therefore in some of our highest earning positions.

Our median gender pay gap is skewed towards male employees but is below the national average as reported by the Office of National Statistics. This is a change to 2019 when our median gender pay gap was favourable towards females and is due to an increased representation of women in our lowest paid roles, with 55.1% of employees within Band A being female (compared to 46% in 2019) and 44.9% being male. However, we view the increased representation of women within our workforce as a positive situation despite the impact on our gender pay gap, particularly because they have been recruited to roles such as apprenticeships and trainee positions that are traditionally male dominated.

In addition, the composition of our lowest pay band compares favourably to benchmark data provided by XpertHR for the Not-for-Profit sector, which shows that on average, Band A consists of 71.2% female and 28.9% male employees. The latter is supported by figures held in the government database which show that on average, Band A consists of 74.1% female and 25.9% male employees. At Raven, the proportion of male to female employees in Band A is much more balanced.

Raven's mean and median gender bonus gap are both skewed towards men. There is a larger percentage of female than male employees who received a bonus, but as our bonuses are calculated as a percentage of base salary and two of our highest male earners received a bonus in the 12 months to April 2020, this has skewed both measures.

We are proud of having a mean gender pay gap that is skewed towards female employees and compares favourably to the whole economy because it is reflective of Raven being an equal opportunities employer and having a good representation of women within senior positions. However, the broader results remind us that we cannot be complacent, and that to maintain a balanced gender pay gap we must continue putting steps in place to ensure an inclusive approach to recruitment, encouraging applications from males and females for all positions and removing barriers to employment and development where they may exist.

5. Chief Executive's Statement

We are committed to maintaining a fair and transparent approach to pay and to providing all employees with equal opportunities to progress in their careers and to contribute to Raven's success. The key actions we have taken in support of this are:

- a. The Introduction of a new pay framework during 2021 with salary linked to position and not to individual performance. This ensures greater transparency of approach and removes the possibility of unwarranted pay differentials.*
- b. Pay for every position is benchmarked by an external specialist and we also benchmark internally to ensure parity amongst positions with similar responsibilities.*
- c. Succession plans are being developed to support the development of talented staff, regardless of gender, to ensure they have the best opportunity of being promoted.*
- d. Managers are encouraged to consider all working arrangements that could be made to work whether the role is junior or senior and regardless of gender, to support our employees in balancing their work and personal commitments.*
- e. Improving our employee diversity data to better identify any barriers to employment and development that may exist, and to identify appropriate activities and initiatives.*

These actions are aimed at maintaining a balanced gender pay gap, but we welcome the opportunity to annually review the progress that we make in achieving true equality.

I, Jonathan Higgs, confirm that the information in this statement is accurate.

A handwritten signature in black ink, appearing to be 'JH', with a large loop and a small mark below it.

21st September 2021