

## Gender Pay Gap Report 2021

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 April 2022 based on data from April 2021. Raven's total headcount on the snapshot date of 5<sup>th</sup> April 2021 was 301.

### 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 5<sup>th</sup> April 2021) 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 0.3% favouring women (reported in accordance with requirements as - 0.3%). 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 7.2% favouring men, which has increased since last year.

Our median gender pay gap is 3%, 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 has reduced from last year when it was 5.8%, which is due to the recruitment of female employees into some new, higher paid positions.

Our mean gender bonus gap is 5% in favour of male employees. This is because our contractual and executive bonuses are a percentage of base salary and the male employees who received bonuses are in positions that attract higher salaries. We compare favourably to other organisations as reported on the government database, with a mean gender bonus gap for organisations in the not-for-profit sector of 17.9% favouring men.

Our median gender bonus gap is 0%, which means that when the bonus amounts are listed from highest to lowest, the middle amount for male and female employees is the same.

There is a slightly lower percentage of female employees than male employees who received a bonus in 2021 (93% compared to 97%), this is because a larger number of female than male employees were ineligible for a discretionary bonus that was given for effort during the pandemic, due to their start date at Raven.

## 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 5<sup>th</sup> 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 that is less than their usual pay.

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 2021 (the snapshot date) shows the following workforce gender breakdown:

Male	140
Female	144
<b>Total no. of full-pay relevant staff</b>	<b>284</b>

Of the total 284 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 0.3% and is more favourable to women (reported as -0.3%)
- ii. The median gender pay gap in hourly pay for Raven is 3.0% and is more favourable to men.
- iii. Pay quartiles by gender (these quartiles are set out in the reporting requirements)

<b>Quartile Pay Bands</b>	<b>Male</b>	<b>Female</b>
Pay Band A: Lower Quartile	42.3%	57.7%
Pay Band B: Lower Middle Quartile	52.1%	47.9%
Pay Band C: Upper Middle Quartile	56.3%	43.7%
Pay Band D: Upper Quartile	46.5%	53.5%

- iv. The mean gender bonus gap for Raven is 5% and is more favourable to men.
- v. The median gender bonus gap for Raven is 0% with no difference between male and female employees.
- vi. The percentage of male employees who received a bonus is 96.7% and the percentage of female employee who received a bonus is 92.7%.

## 4. Commentary

Raven's mean gender pay gap for 2021 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 (48%) is within the top two pay bands and therefore in some of our highest earning positions, which is 2% higher than in 2020.

Our median gender pay gap is skewed towards male employees but is below the national average as reported by the Office of National Statistics and has reduced by 2.8% since 2020. The reason for the median pay gap being favourable to men is due to the higher representation of women in our lowest paid roles, with 57.7% of employees within Band A being female and 42.3% being male, an increase of 2.6% compared to 2020 in terms of female representation within this pay band. However, we view the increasing number of women within our workforce as a positive situation despite the impact on our gender pay gap.

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 72.1% female and 27.9% male employees. At Raven, the proportion of male to female employees in Band A is much more balanced.

Raven's mean gender bonus gap is skewed towards men, which is because our contractual and executive 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 2021. However, our executive bonus is now being phased out and our median bonus gap is 0%, meaning there is no difference between male and female employees.

We are proud of having a mean gender pay gap that compares favourably to the whole economy because it is reflective of Raven being an equal opportunities employer with 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 from May 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. 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. Our new Hub, Home, Roam policy and Lifestyle Contract will be introduced in 2022 in support of this flexible approach.*
- d. Improving our employee diversity data to better identify any barriers to employment and development that may exist, and to identify appropriate activities and initiatives. As an outcome of information that we compiled during our Diversity Data drive in 2021 we have signed up to the Disability Confident employer scheme, which is an indication of our commitment to recruiting and developing disabled colleagues.*

*These actions are aimed at maintaining a balanced gender pay gap as well as broader equality in our organisation, but we welcome the opportunity to annually review the progress that we make in achieving a diverse and inclusive workforce.*

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



*4<sup>th</sup> April 2022*