

Norbury House, Norbury Road, Cardiff, CF5 3AS
Tŷ Norbury, Heol Norbury, Caerdydd, CF5 3AS

029 2053 7630 | info@taipawb.org | www.taipawb.org

Company limited by guarantee | Cwmni Cyfyngedig drwy warant **5282554**
Registered charity | Elusen gofrestredig **1110078**



promoting equality in housing
hybu cydraddoldeb ym maes tai

The Housing Sector in Wales and the Gender Pay Gap

Adele Baumgardt

adele@adelebaumgardt.co.uk

07533558647

What I will cover:

- What the new regulations cover
- What you need to do
- Drivers for change
- Beyond the legislation
- What we have learned about what works

New Legislation

Organisations with 250 or more employees will have to report on their gender pay gaps at the very latest by 4 April 2018.

In order to be able to do this, by the 'snapshot date' of 31 March 2017 (public sector employers) or 5 April 2017 (private and voluntary sector employers), you will have to have pulled together some basic information about your employees which will enable you to calculate your gender pay gap and publish your first report on your own website and on a government site.

What the Regulations Say - Six Different Measures

Mean Gender Pay Gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Median Gender Pay Gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Mean Bonus Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
Median Bonus Gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
Bonus Proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
Quartile Pay Bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

Requirements continued

- Employers must upload the required information onto the Government's Gender Pay Gap Reporting Service: www.gov.uk/report-gender-pay-gap-data.
- Private and voluntary sector first gender pay gap reports to be published no later than 4 April 2018
- Public sector first gender pay gap reports to be published no later than 30 March 2018
- While there are no sanctions as such, failure to comply amounts to a breach of the Equality Act 2010, and would therefore lay an organisation open to action by the Equality and Human Rights Commission. The likelihood of this happening is low, and a much greater risk is the reputational damage.

The Drivers for Change

- The Legal Case
- The Moral Case
- The Business Case

Why Bother?

- **The Gender Pay Gap**

- 98% of engineering trainees are boys and 78% of health trainees are girls.
- Women make up over 75% of the workforce in the lowest paid jobs-catering, cleaning, caring, clerical and cashier work.
- There is a 17% pay gap between women and men's full-time earnings, rising to 36% for part-time women

- **Productivity**

- under-utilisation of women's skills costs the UK economy 1.3–2% of GDP annually, and that eradicating the full-time gender pay gap would contribute additional spending into the economy of £41 billion each year

Why Bother?

- Underutilisation of talent
- Recruitment and retention
- Better society?

Causes of the Gender Pay Gap

- Discrimination in pay systems
- Gender segregation
- Part time working
- The mummy gap...
- Unpaid caring
- Economic policy
- Employment policies
- Unconscious bias?

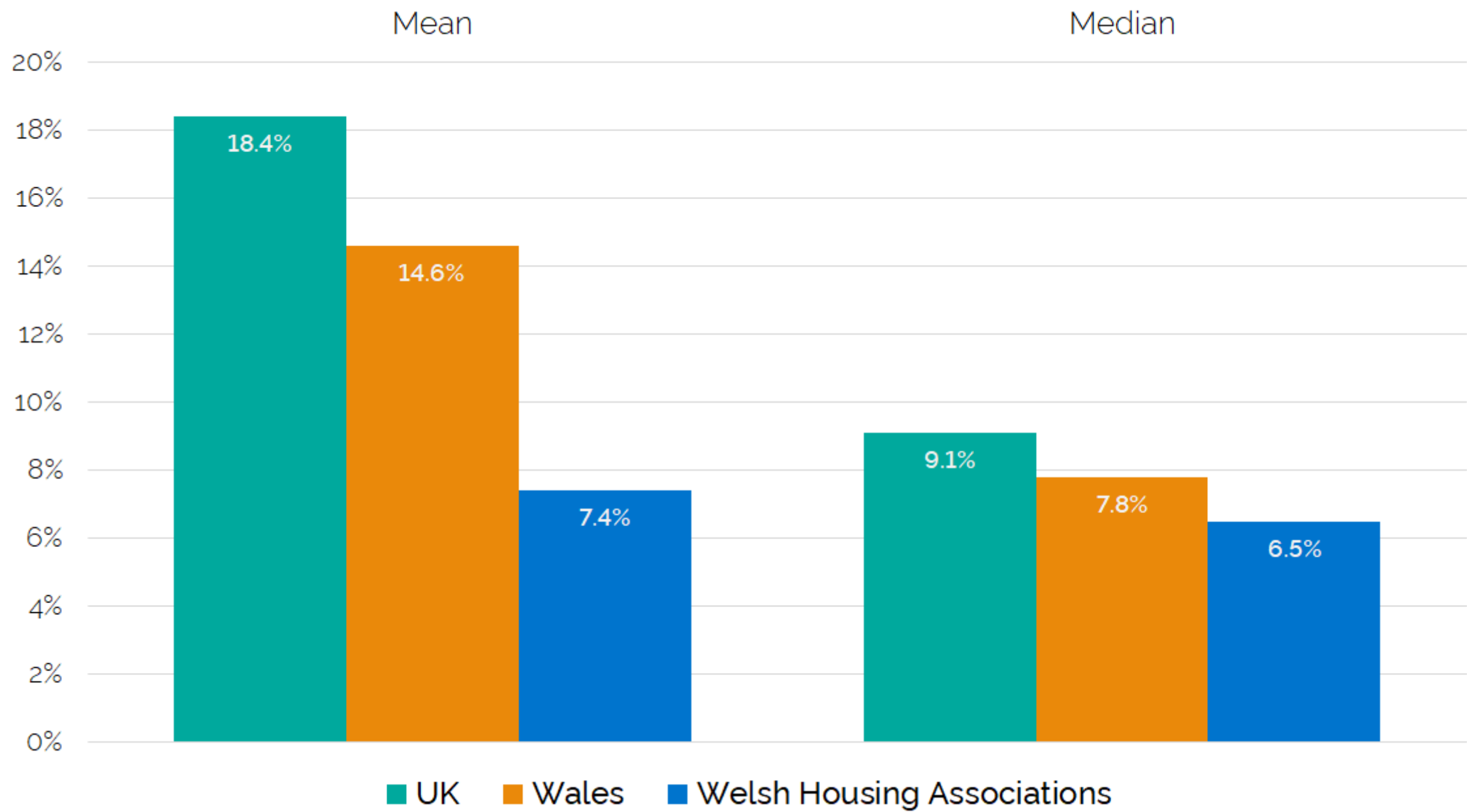
Methodology

- Analysis of Government website figures submitted by members
- Collation of issues identified in associated gender pay gap reports on members websites
- Light touch review of research on the issue across housing sector

Findings in Sector

What the data tells us:

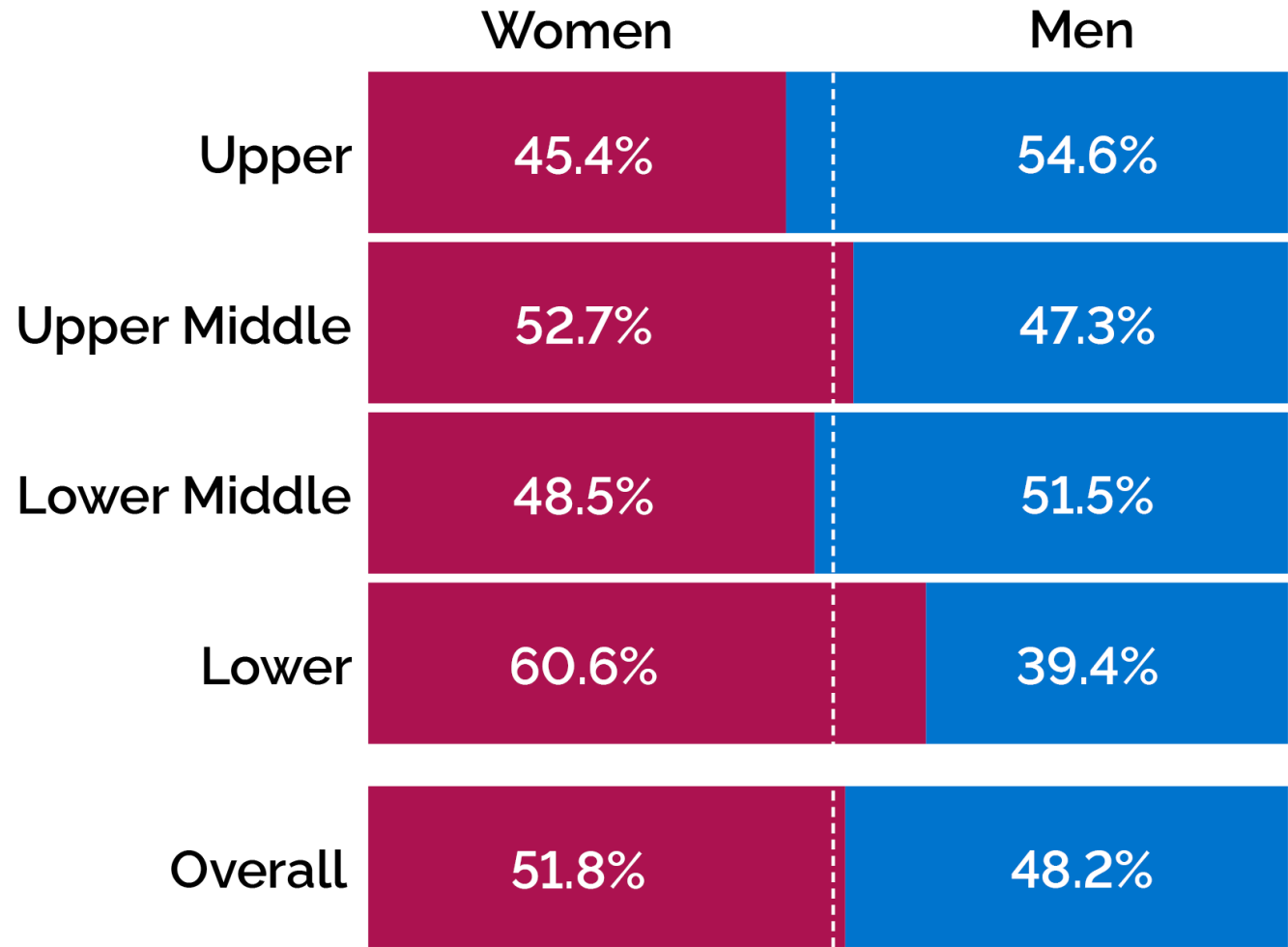
- On average the housing sector pay gap in Wales is less than the overall pay gaps in the UK by both median and mean measures
- Housing sector in Wales does not have a general practice of paying bonuses with only 3 paying any
- Across organisations, women and men's representation appears fairly balanced in each quartile, except the lower quartile where women are over represented.
- Men tend to cluster in trades and manual roles
- Women tend to cluster in caring roles
- Women are still underrepresented in senior roles – although the sector is better than average



Findings in Sector

Key issues:

- Men tend to cluster in trades and manual roles. Women tend not to apply for, and to be under-represented, in these roles. These roles often attract bonus payments, many of which are historical, subject to TUPE rules and will take time to eradicate.
- Women tend to cluster in care roles in the lower quartile of pay. Current commissioning processes drive down pay in this sector of work which has a disproportionate negative impact on women's pay rates.
- Recruitment of women and men into non-traditional roles is difficult and takes a long time to address.

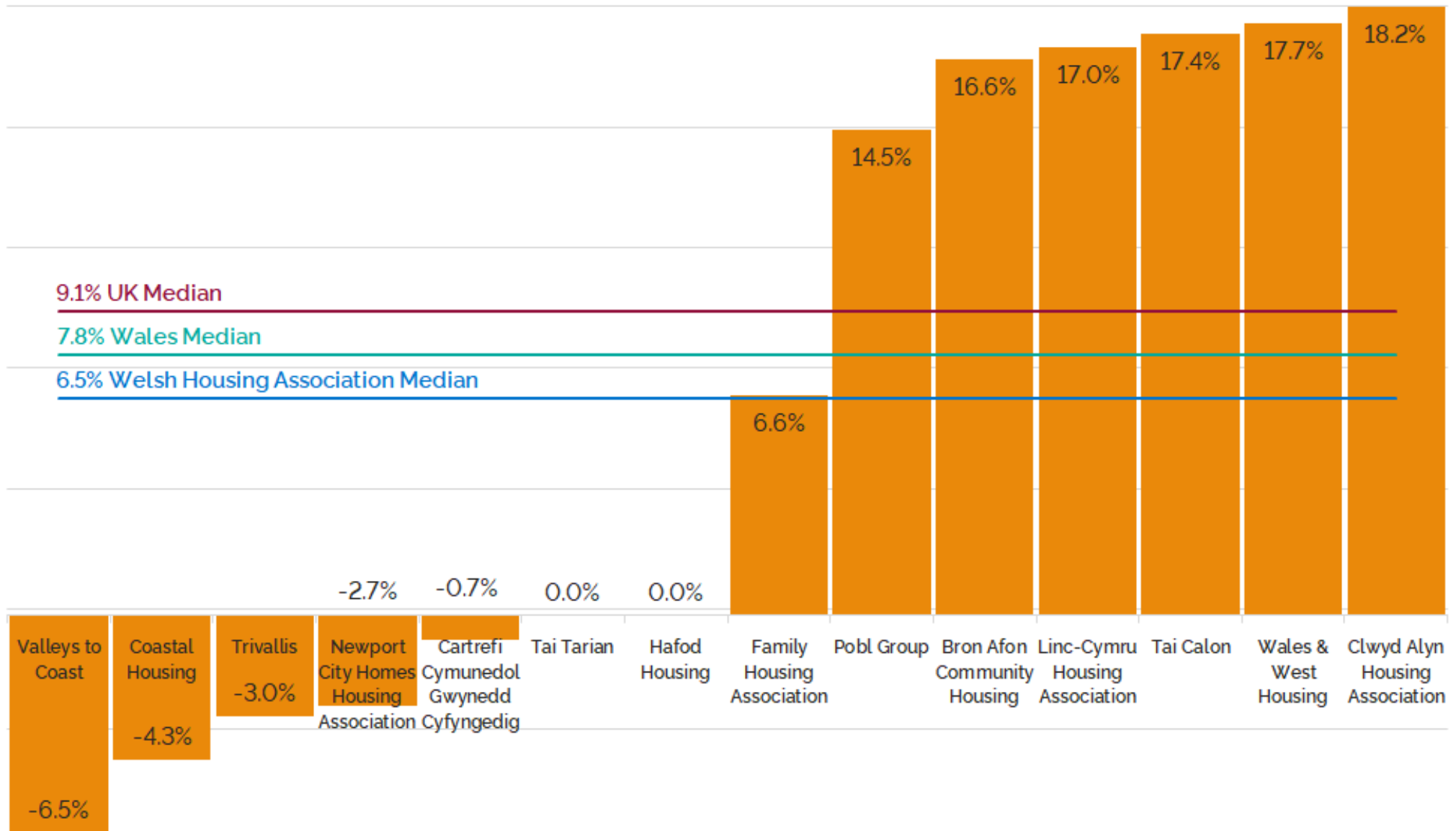


Findings in Sector

- Some organisations recognise the under-representation of women in senior roles or in certain quartiles of their organisation. This can often identify 'sticking points' in women's careers and wider organisational issues.

For example, if the data is cross referenced with age, organisations can find that women are better represented up to a certain grade at which point historically and culturally there is an expectation of working full time or long hours which does not facilitate caring responsibilities.

This list is not exhaustive, and the issues are not insurmountable.



Key Findings and Issues

- The low pay, low hours, multiple job in work poverty trap
- Unconscious bias in recruitment
- Recruitment in general!
- Systems and advantage built around full time modelling
- Culture and leadership
- Doesn't have to be expensive
- Must be resourced and needs expertise

What you can do about your gender pay gap

- Data
- Conducting an Equal Pay Audit
- Consultation and engagement
- Training and Awareness
- Family friendly policies
- Career Progression
- Positive Action
- Communication

The Tai Pawb offer

Our Gender Pay Gap Package

Our gender pay gap package offers tailored consultancy support for our experienced associate to work with you to:

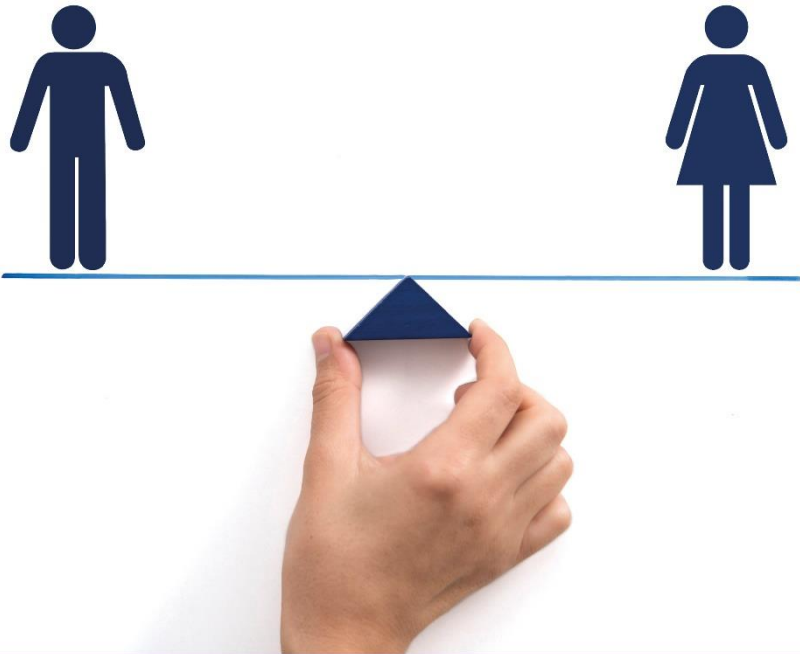
- examine your data in more detail
- establish key areas which might be the causes of any gender pay gap
- meet with key staff to discuss the data in more detail
- facilitate a workshop with key staff to identify an appropriate action plan
- write up a short report with an action plan

Tai Pawb can support members who have not yet collected their data and want help to do so.

Tai Pawb offers a range of training courses to support your work on addressing the gender pay gap, including Unconscious Bias, Equality Impact Assessments, Diversity Champions and general Equality and Diversity training. We can also develop bespoke courses to meet your specific needs.

Closing the Gap

Gender Pay Gap in Housing Associations in Wales



You can find the full report and executive summary on our website:

www.taipawb.org/genderpaygap

Norbury House, Norbury Road, Cardiff, CF5 3AS
Tŷ Norbury, Heol Norbury, Caerdydd, CF5 3AS

029 2053 7630 | info@taipawb.org | www.taipawb.org

Company limited by guarantee | Cwmni Cyfyngedig drwy warant **5282554**
Registered charity | Elusen gofrestredig **1110078**



promoting equality in housing
hybu cydraddoldeb ym maes tai

Adele Baumgardt
Adelebaumgardt.co.uk
adele@adelebaumgardt.co.uk
07533558647