

Introduction

South Liverpool Homes is committed to providing an environment free from discrimination, bullying, harassment or victimisation where all members are treated with respect and dignity. We recognise and value the contribution that people from all areas of the community can make to our work, and will seek to promote a culture that reflects this approach.

Our Commitment

We are committed to eliminating unlawful discrimination, harassment and victimisation. We want to advance equality of opportunities between people and ensure that no person or group is treated less favourably than another.

Results of Gender Pay Reporting

Based on 5 April 2021, the mean gender pay gap based on hourly rate at South Liverpool Homes was -5.4% in favour of women and the median gender pay gap based on hourly rate was -0.1%, also in favour of women. The mean bonus payment gap was 6.3% in favour of men, however the difference in median bonus pay was 0%.

The mean gender pay gap based on hourly rate at Avela Home Service was 22.59% in favour of men and the median gender pay gap based on hourly rate was 14.92%, also in favour of men. There was no bonus data for Avela based on the snapshot date. It should be noted that Avela operates in a traditionally male dominated industry.

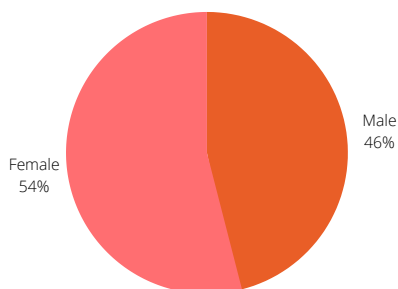


Gender Pay Gap Statement

Lower Quartile

Pay from £6.54 per hour

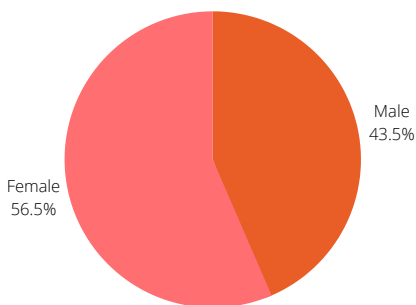
Male 11
Female 13



Lower Middle Quartile

Pay from £14.67 per hour

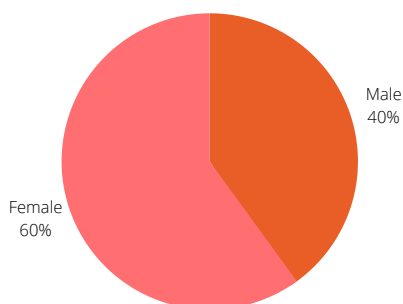
Male 9
Female 14



Upper Middle Quartile

Pay from £16.96 per hour

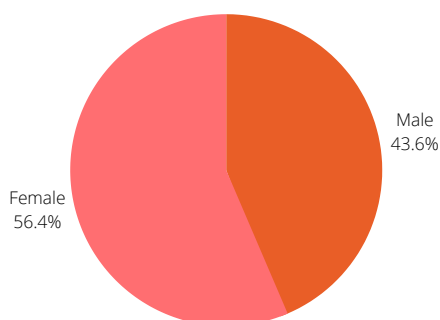
Male 9
Female 14



Upper Quartile

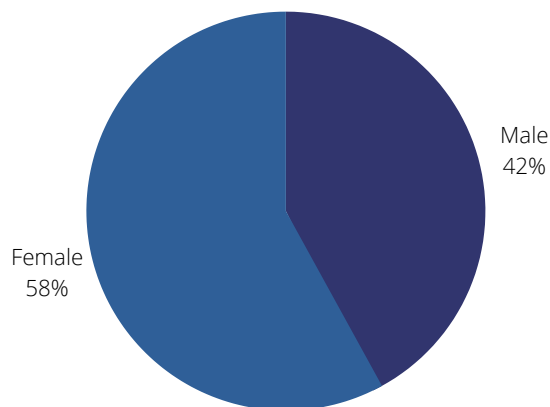
Pay from £22.12 per hour

Male 11
Female 13



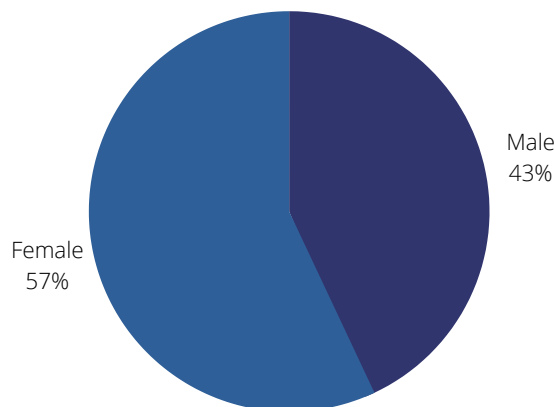
All Employees

Male 40
Female 55



Executive Management Team

Male 3
Female 4

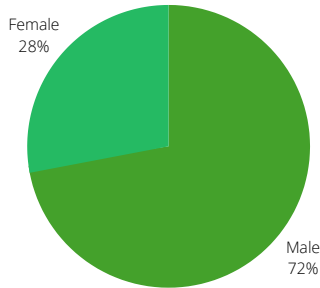


Gender Pay Gap Statement

Lower Quartile

Pay from £6.56 per hour

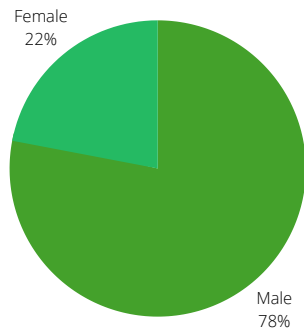
Male 14
Female 4



Lower Middle Quartile

Pay from £11.06 per hour

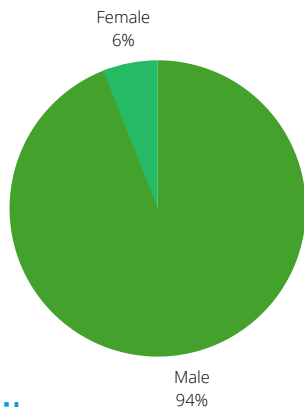
Male 14
Female 5



Upper Middle Quartile

Pay from £13 per hour

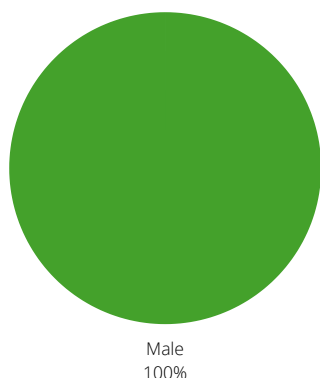
Male 18
Female 1



Upper Quartile

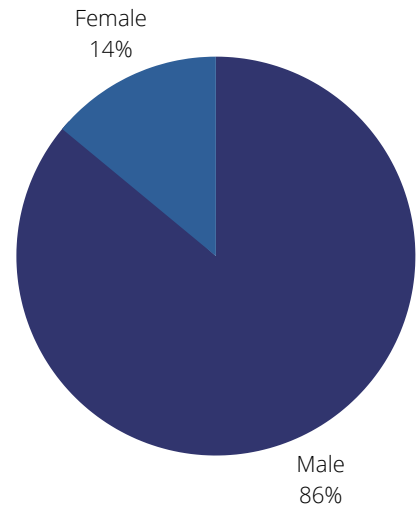
Pay from £14.50 per hour

Male 19
Female 0



All Employees

Male 65
Female 10



Management and Team Leaders

Male 10
Female 1

