

Gender Pay Gap Statement



We recognise the importance of collecting data and analysing our gender pay gap to identify areas of concern and guide effective action. Whilst we are not required to collect and publish this data, we feel it is important that we do so, to ensure we understand the difference in average female earnings compared to average male earnings and the reasons behind this.

Results of Gender Pay Reporting

The median pay gap at South Liverpool Homes (SLH) on 5 April 2023 was 6.55%, this is a significant increase from 0.11% in 2022 and can be attributed to the expansion of roles within our Senior Leadership and Management Teams (upper pay quartile) and the successful applicants being male. It is noted that there is a slight under-representation of women in the upper pay quartile, in particular within the Senior Leadership Team with this remaining the one area where females are under-represented across the whole organisation. It is however, positive to note that our median pay gap continues to be favourable when compared to the national average gender pay gap of 7.7%.

The median pay gap at Avela Home Service (AHS) on 5 April 2023 was 21.58%, this is an increase from 10.27% in 2022. This has been influenced by female leavers in managerial positions with responsibilities for their vacant positions being reorganised and absorbed amongst existing male managers. It should also be noted that the building and construction industry continues to be male dominated. It is however positive to note that we have increased our female apprentices by 50%. We hope that this will impact female representation within our future succession plans and also encourage more females to join the organisation taking on more traditionally male dominated roles.

Our Commitment

We continue to be committed to gender equality and retaining an equal, diverse and inclusive workplace and culture. This commitment is supported and evidenced through the continued delivery of our Equality, Diversity & Inclusion Strategy and positive recruitment practices which include anonymised applications, guaranteed interview schemes, the promotion of flexible working opportunities and the completion of equality analysis across all posts.

Definitions

Mean Gender Pay Gap

The difference between the mean hourly rates of males and females.

Median Gender Pay Gap

The difference between the median hourly rates of males and females.

Mean Bonus Gap

The difference between the mean bonus paid to males and females.

Median Bonus Gap



The difference between the median bonus paid to males and females.

Quartile Pay Bands

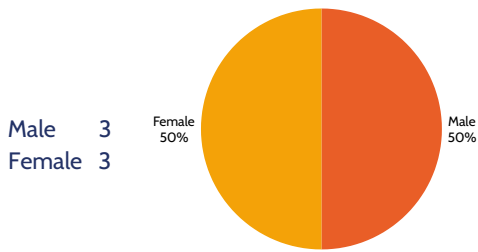
The proportion of males and females in the upper, upper middle, lower middle and lower hourly rates. All hourly rates are ordered highest to lowest, then divided into quartiles.

Gender Pay Gap Statement 2023

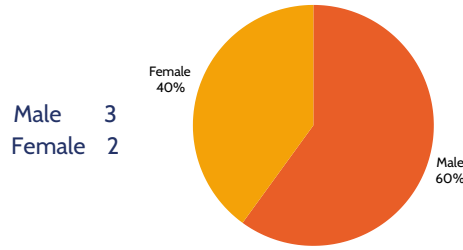


	Mean	Median		
Pay (£)	6.37%	6.55%		59% Female
Bonus	-7.42%	0%		41% Male

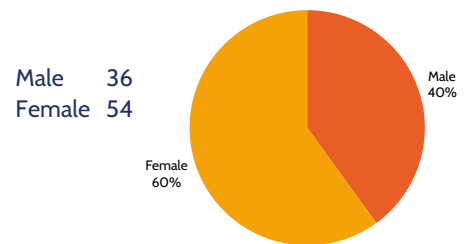
Executive Leadership Team



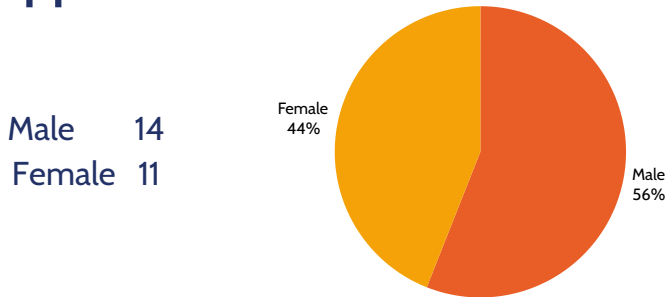
Senior Leadership Team



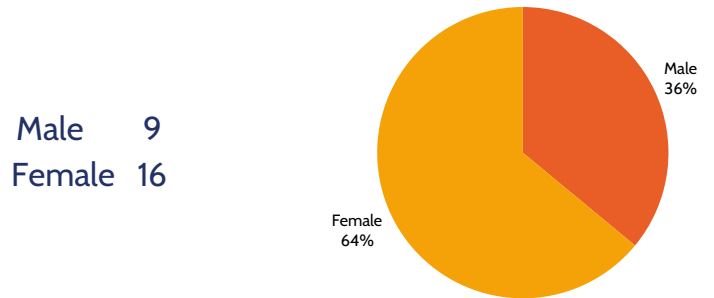
All other colleagues



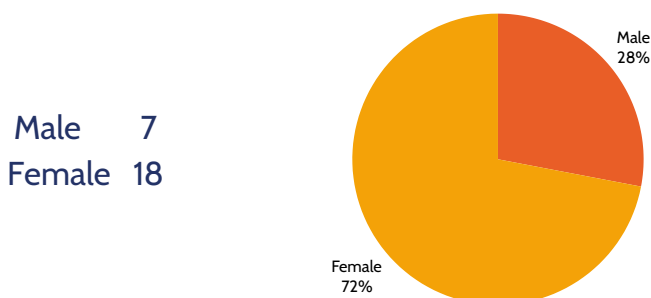
Upper Quartile



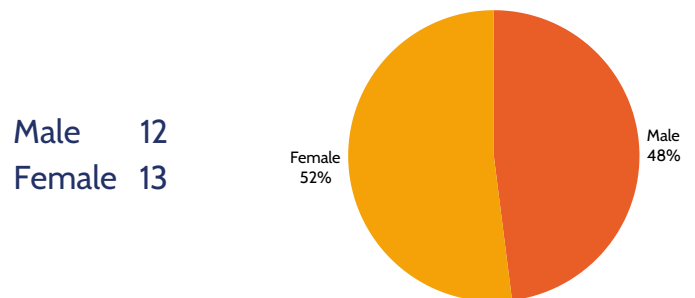
Upper Middle Quartile





Lower Middle Quartile



Lower Quartile

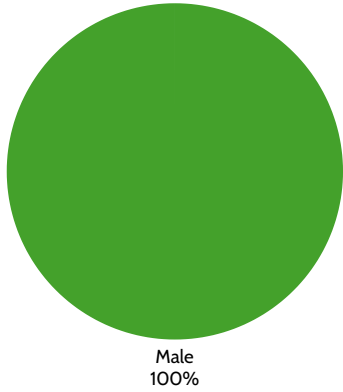


Gender Pay Gap Statement 2023

	Mean	Median		
Pay (£)	26.57%	21.58%		12.5% Female
Bonus	0%	0%		87.5% Male

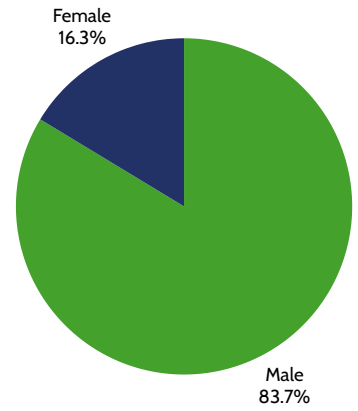
Management

Male 12
Female 0



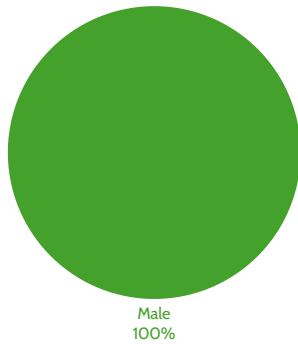
All other colleagues

Male 38
Female 7



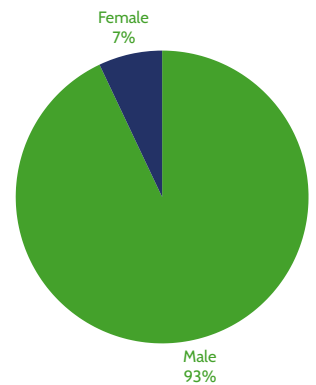
Upper Quartile

Male 11
Female 0



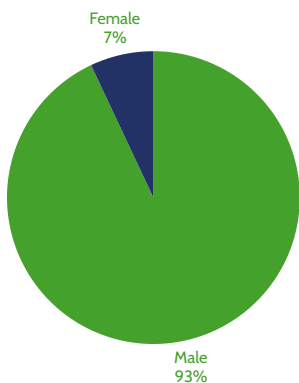
Upper Middle Quartile

Male 12
Female 1



Lower Middle Quartile

Male 12
Female 1



Lower Quartile

Male 9
Female 4

