

Gender Pay Gap Statement



we are
inclusive

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

As of 5 April 2025, the median gender pay at South Liverpool Homes (SLH) was 2.36%, down from 9.72% in 2024. This decrease is largely due to a more balanced split between men and women in Executive Leadership and in the upper quartiles.

The median pay gap at Avela Home Service (AHS) as of 5 April 2025 was 18.71%, which is a slight increase from the median of 17.23% in 2024. Although there has not been significant change to the gap, there has been an increase in women being employed at Avela and we continue to have a higher representation of men in the upper pay quartiles. It should also be noted that the building and construction industry continues to be dominated by males.

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

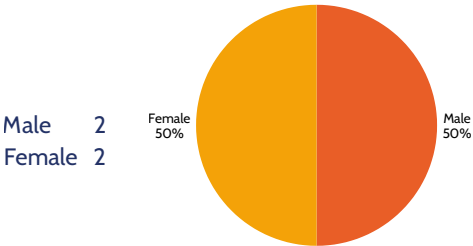
The proportion of males and females in the upper, upper middle, lower middle and lower hourly rates. All hourly rates are ordered highest to lowest, then divided into quartiles.

Gender Pay Gap Statement 2025

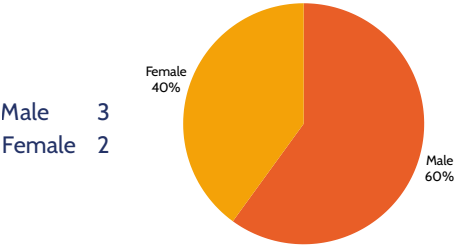


	Mean	Median		
Pay (£)	6.84%	2.36%		60% Female
Bonus	0%	0%		40% Male

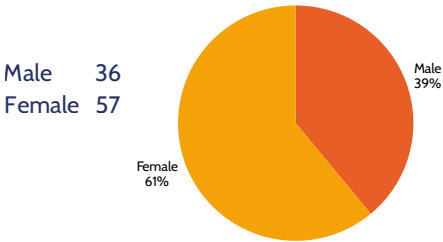
Executive Leadership Team



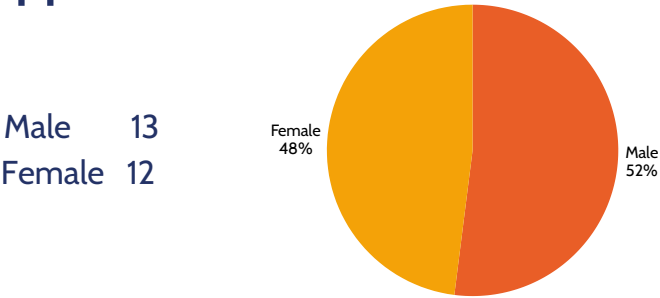
Senior Leadership Team



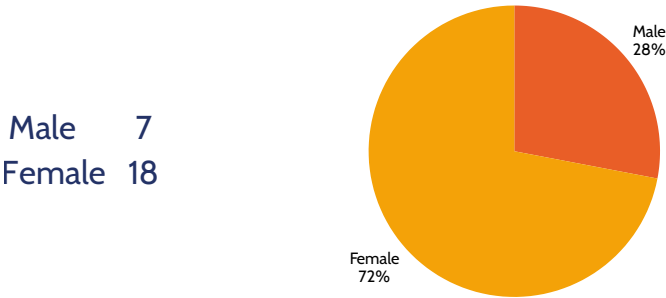
All other colleagues



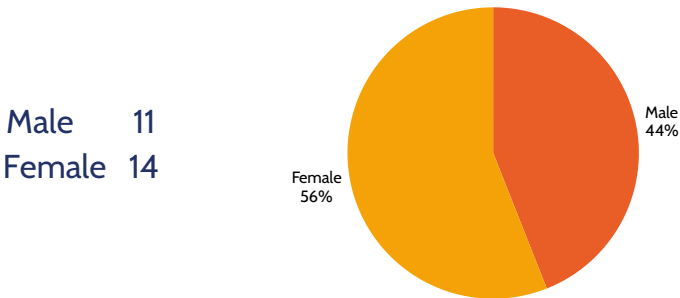
Upper Quartile



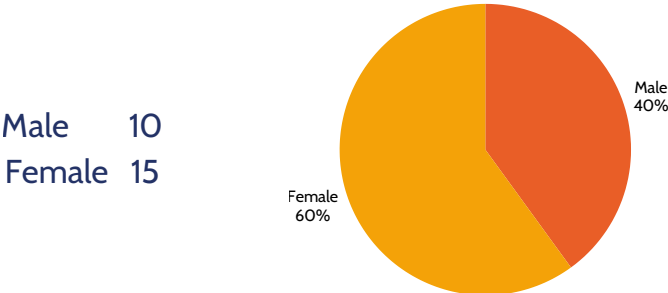
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

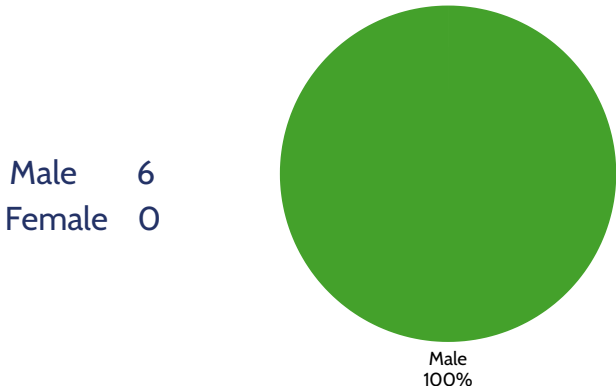


Gender Pay Gap Statement 2025

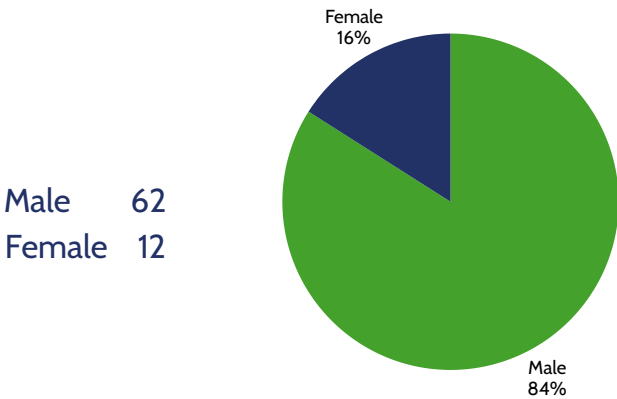


	Mean	Median		
Pay (£)	9.72%	18.71%		15% Female
Bonus	0%	0%		85% Male

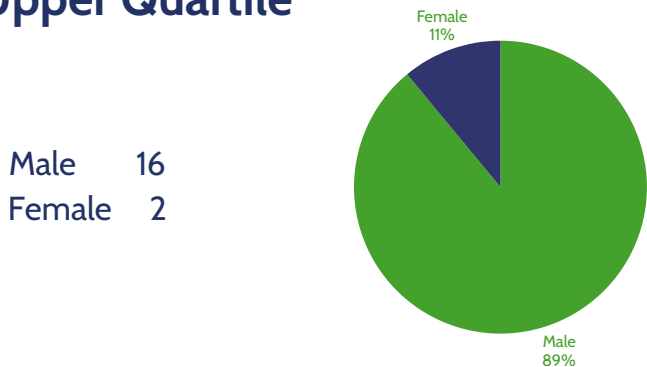
Management



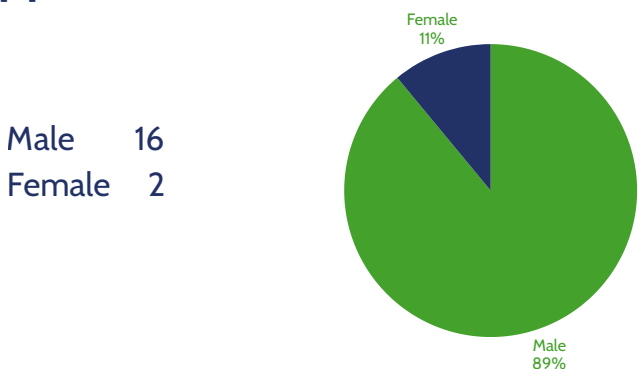
All other colleagues



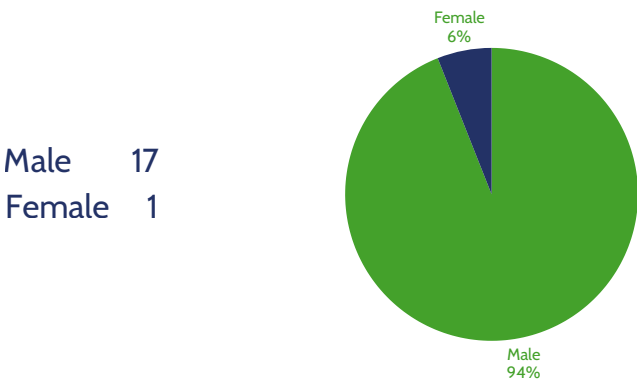
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

