

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 2024, the median gender pay at South Liverpool Homes (SLH) was 9.72%, up from 6.55% in 2023. This increase is due to small changes in salary sacrifice deductions and salaries, which have slightly increased male representation in the upper pay quartile while decreasing female representation. Women remain underrepresented at the Senior Leadership level, the key area affecting this gap.

Women continue to make up the majority of the lower pay quartile, though the balance has started to shift towards greater gender parity in 2024.

Regarding the bonus gap, this year's cost of living payment was prorated based on working hours. Since 83% of part time colleagues are women, this has contributed to our mean bonus pay gap for 2024.

The median pay gap at Avela Home Service (AHS) as of 5 April 2024 was 17.23%, down from 21.58% in 2023. This decrease has been influenced by the introduction of the Real Living Wage, an increase in women being employed at Avela and a higher representation of women 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

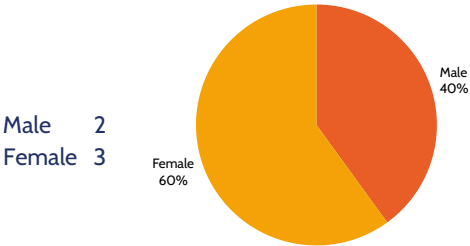
The proportion of males and females in the upper, upper middle, lower middle and lower hourly rates. All hourly rates are ordered highest to lowest, then divided into quartiles.

Gender Pay Gap Statement 2024

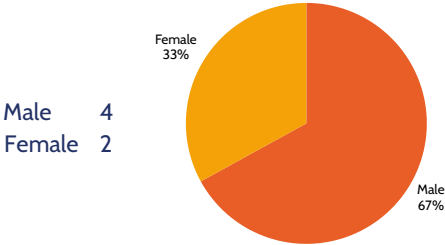


	Mean	Median		
Pay (£)	5.16%	9.72%		59.5% Female
Bonus	1.81%	0%		40.5% Male

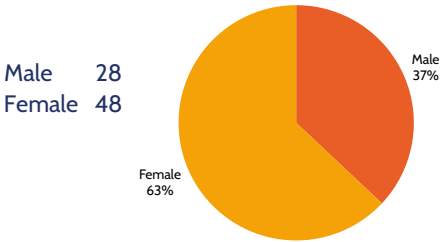
Executive Leadership Team



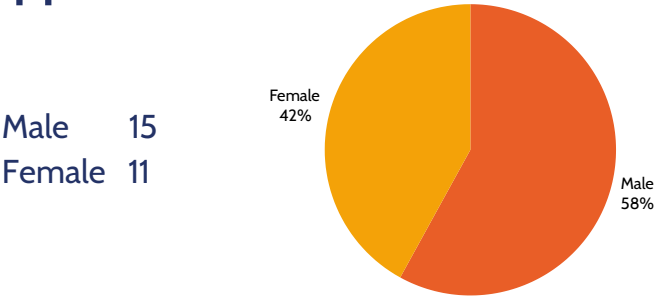
Senior Leadership Team



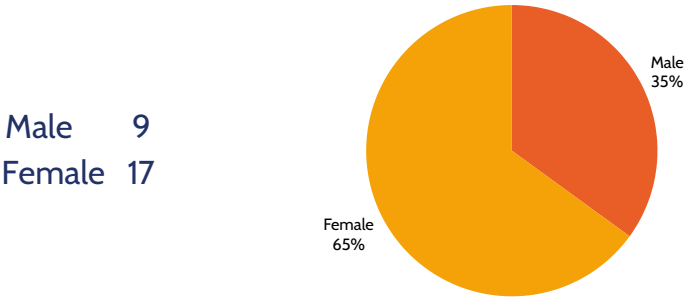
All other colleagues



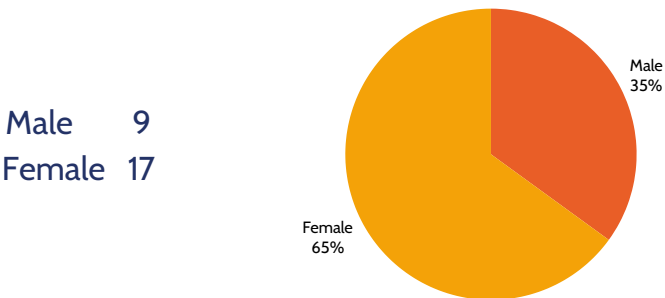
Upper Quartile



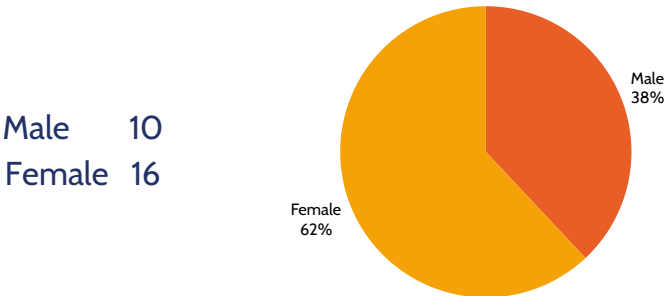
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



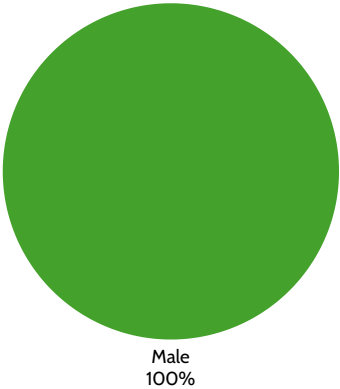
Gender Pay Gap Statement 2024

	Mean	Median		
Pay (£)	15.41%	17.23%		12.5% Female
Bonus	0%	0%		87.5% Male

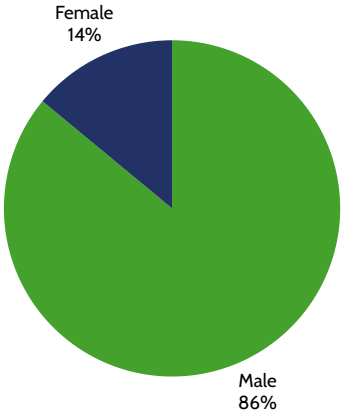
Management

All other colleagues

Male 8
Female 0



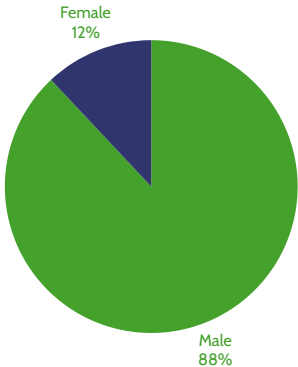
Male 38
Female 9



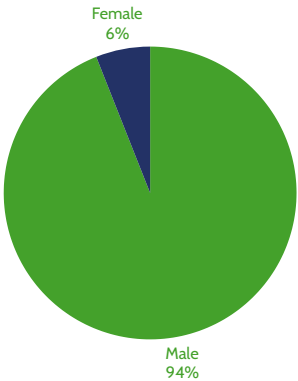
Upper Quartile

Upper Middle Quartile

Male 15
Female 2



Male 16
Female 1



Lower Middle Quartile

Lower Quartile

Male 17
Female 0



Male 12
Female 5

