

Gender Pay Gap Summary Data



On 05 April 2018 Jigsaw Homes Group employed more than 250 people and is subject to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. In line with the reporting requirements, the details of the Group's gender pay gap and its findings are outlined below.

Mean average hourly pay gap

Male	Female	Mean Gap
16.29	15.46	5.1 %

Median average hourly pay gap

Male	Female	Median Gap
13.55	14.13	- 4.3 %

Mean average bonus pay gap

Male	Female	Mean Gap
£448.71	£434.40	3.2 %

Median average bonus pay gap

Male	Female	Median Gap
£400.00	£400.00	0.00 %

Bonus pay gender proportion (%)

Male	Female
95.4%	95.0%

Lower Quartile (%)		Lower middle Quartile (%)		Upper middle Quartile (%)		Upper Quartile (%)	
Male	Female	Male	Female	Male	Female	Male	Female
60.6%	39.4%	36.5%	63.5%	30.3%	69.7%	59.0%	41.0%

- The report is based on Jigsaw Homes Group employees only. Its subsidiaries are not included.
- The report includes 753 full pay relevant employees not all Jigsaw Homes Group employees.
- The gender split for the data pool is 46.6 % men (351) and 53.3% women (402).
- Bonus payment includes - annual bonus payments (payments received instead of increments), goodwill payments and legion of honour. Goodwill payments are based on hours per week and service which accounts for the small difference within the overall mean figures.