

# Gender Pay Gap



# Contents

<b>1 Purpose of Report</b>	<b>1</b>
<b>2 Background</b>	<b>1</b>
2.1 Reportable data . . . . .	1
2.2 Further work . . . . .	3

# 1 Purpose of Report

1. To provide information for discussion on the reportable Gender Pay Gap data which has to be published by 4<sup>th</sup> April 2020.

## 2 Background

2. As an employer we must report our Gender Pay Gap data for companies with a 'headcount' of 250 or more, currently this would only apply to Jigsaw Homes Group. The date we carry out the calculations is April 5<sup>th</sup>, known as the 'Snap shot date', then the reportable information must be published within one year of this date. Therefore, the reportable data contained within this report must be published by 4<sup>th</sup> April 2020. Only relevant employees employed on the snapshot date receiving "ordinary pay" are included. Ordinary pay includes basic pay, allowances, pay for piecework, pay for leave, shift premium pay and is detailed as the gross amount after salary sacrifice.
3. Bonus payment includes annual bonus payments (payments received instead of increments), goodwill payments and legion of honour. Goodwill payments are also based on hours per week and service which accounts for the small difference within the overall mean figures.

### 2.1. Reportable Data

4. The reportable information is based on Jigsaw Homes Group employees only; employees from its subsidiaries are not included. The report includes 651 full pay relevant employees.

#### Mean Average - Hourly Pay Gap

Male	Female	Mean Gap
16.61	15.76	5.12%

#### Median Average - Hourly Pay Gap

Male	Female	Median Gap
14.38	15.09	-4.97%

#### Mean Average - Bonus Pay Gap

Male	Female	Mean Gap
£391.69	£415.27	-6.02%

## Median Average - Bonus Pay Gap

Male	Female	Median Gap
£400.00	£400.00	0.00%

## Bonus Pay Gender Proportion (%)

Male	Female
50.28%	27.36%

## Proportion of Males/females Within Each Quartile

Quartile	Gender	Percentage
Lower	Male	53.37%
	Female	46.63%
Lower Middle	Male	42.94%
	Female	57.06%
Upper Middle	Male	33.95%
	Female	66.05%
Upper	Male	53.99%
	Female	46.01%

5. The Mean Gap has increased by 0.02% compared to the reportable mean from last year. With the Median Gap increasing by 0.67% in favour of women. Overall, the reportable data for Jigsaw Homes Group has a gender split of 54% women and 46% men. Women are therefore over-represented in the Lower Middle and Upper Middle quartiles and under-represented in the Upper quartile.

## Further Analysis of Gender Data

6. We have undertaken further analysis of the consolidated data for all companies in the Group.
7. Figure 1 sets out a density plot of the hourly rate of pay by gender. A density plot is similar to a histogram but takes into account the different number of female and male employees in the organisation. The plot shows that women are more likely than men to be paid in jobs at the relatively lower rate of c. £12 per hour. Overall however, the likelihood of an employee being employed at a particular rate of pay is very similar for both men and women.
8. Figure 2 plots the hourly pay of women and men for 54 common roles. Points on the 45 degree line through the plot are posts where men and women are paid exactly the same hourly rate for the same job. The plot shows that pay is not systematically biased towards either women or men, i.e. the points are not skewed to any one side of the 45 degree line.

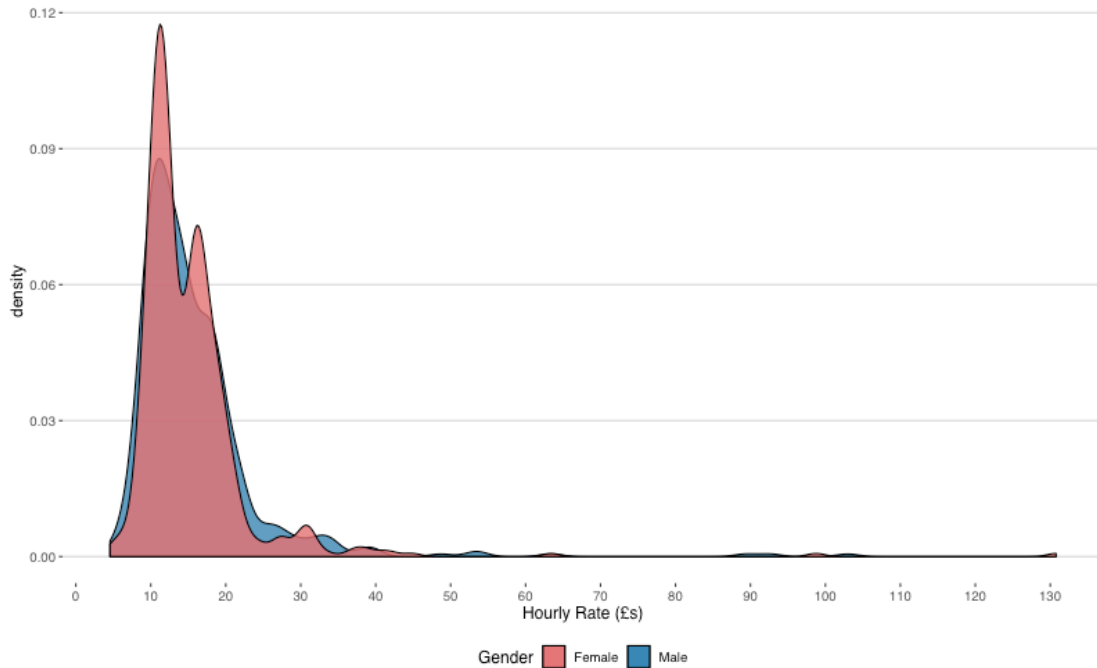


Figure 1

### Further Analysis Ethnicity Data

9. The following analysis is based on consolidated data for all companies in the Group.
10. Figure 3 sets out a density plot of the hourly rate of pay by ethnicity. Employees within non “White British” groups (100 in the data set) have been combined to aid analysis. The differences between the two curves are minor and the plot therefore shows a similar likelihood of an employee being employed at a particular rate of pay for both BME and non-BME groups.
11. Figure 4 plots the hourly pay of BME and non-BME employees for 50 common roles. The plot shows that pay is not systematically biased towards either non-BME or BME employees.

### 2.2. Further Work

12. This analysis suggests that it would be appropriate to undertake further work to:
  - Better understand why women are under-represented in the Upper quartile of pay for Jigsaw Homes Group and whether there are any barriers we can remove to address this.
  - Determine whether there are legitimate reasons for the small number of outliers shown in the scatterplots.
13. The pay alignment exercises which have taken place across the company this year should also help to ensure that salary structures internally are fair and consistent

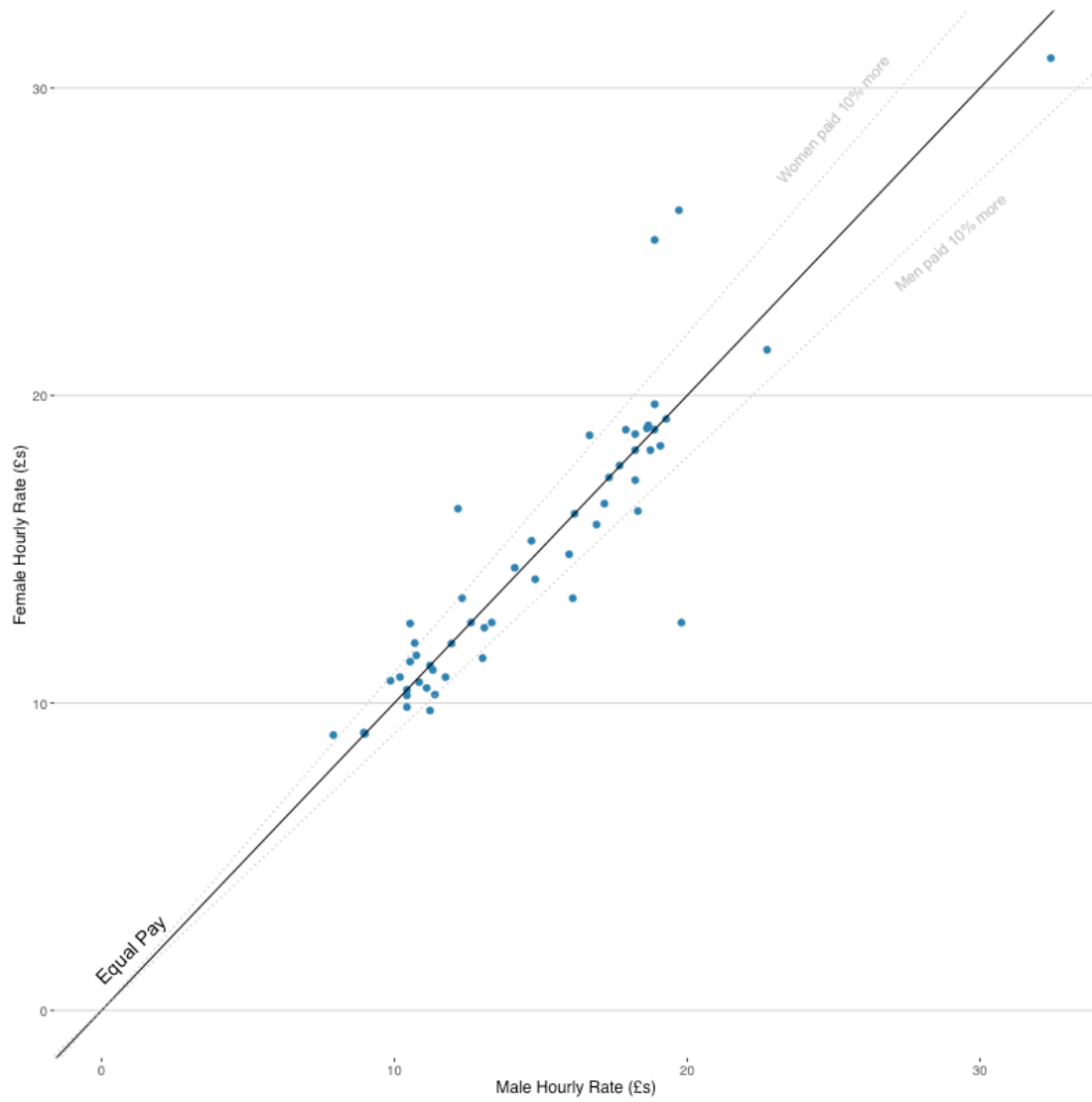


Figure 2

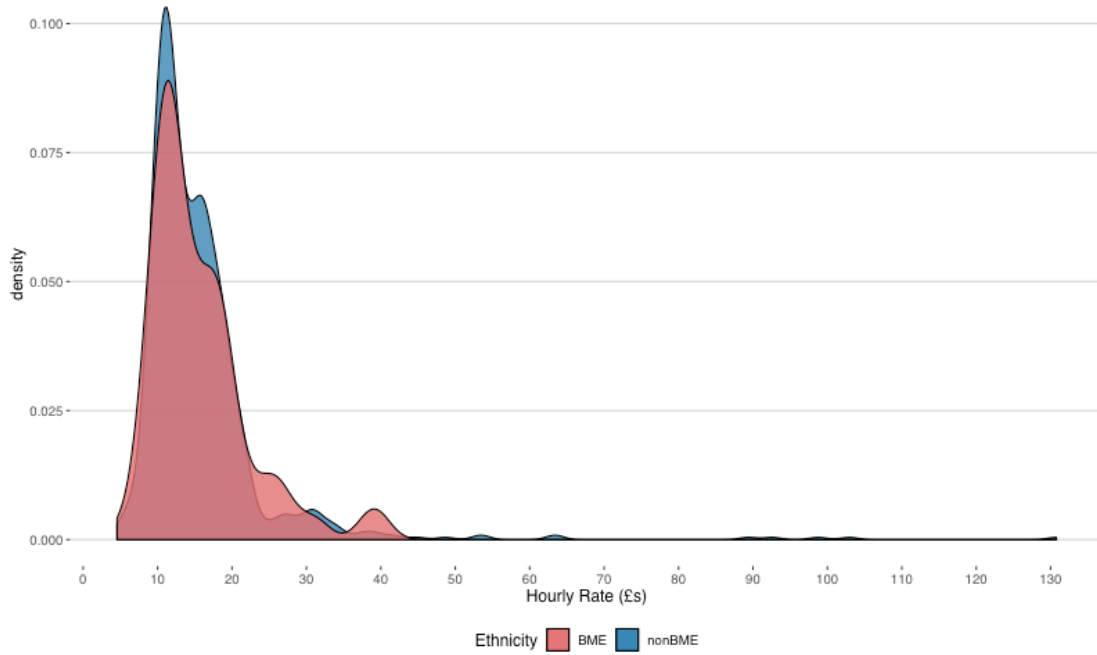


Figure 3

across all areas. The next data analysis in 2020 will report back on the further work highlighted above.

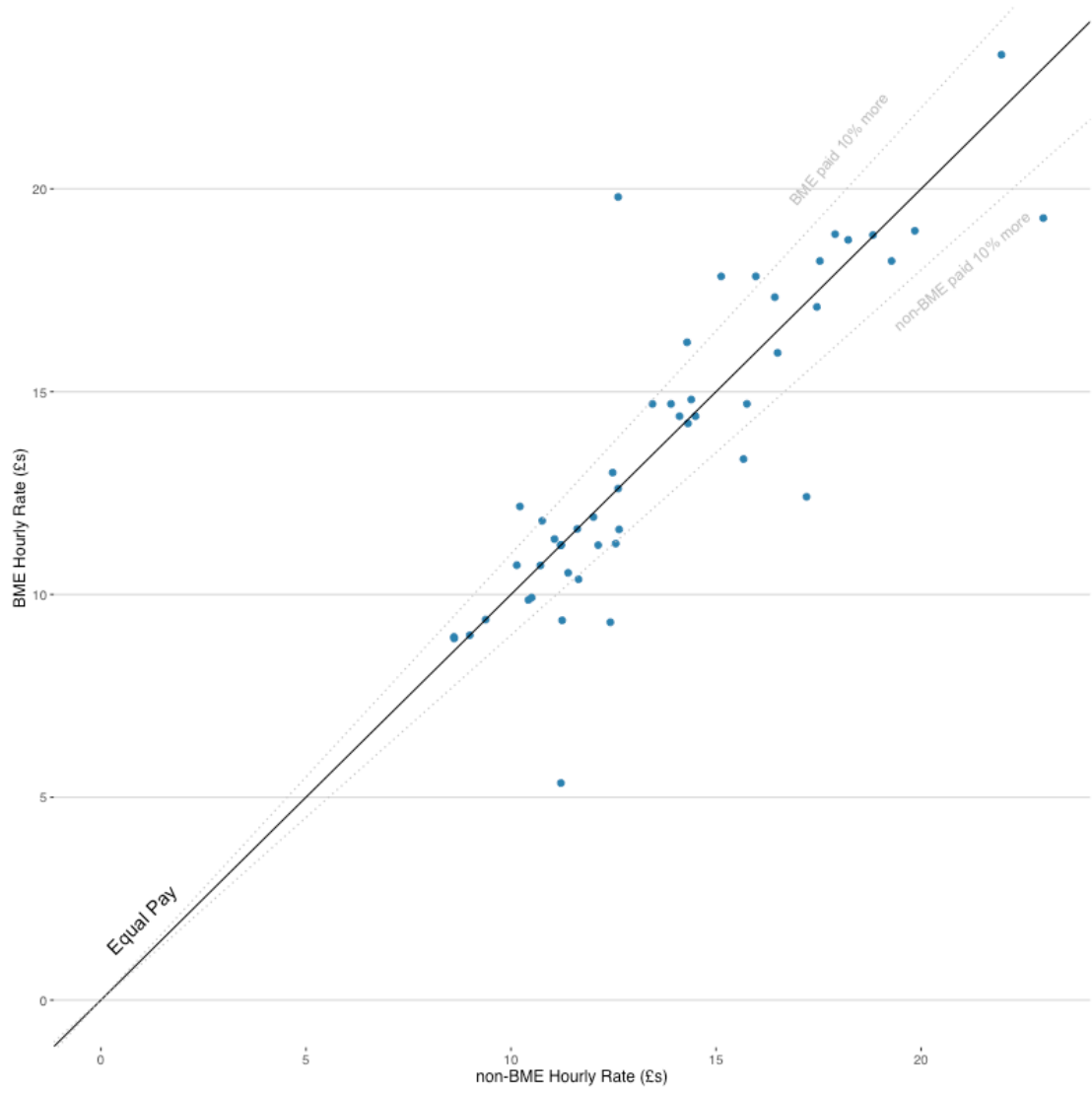


Figure 4





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