

Gender & BAME Pay Gap

Jigsaw

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1 Purpose of Report

1. To provide information for discussion on the reportable Gender Pay Gap data which has to be published by 4th April 2022.
2. For the Group's own purposes a group-wide assessment including all subsidiaries has also been collated along with the additional BAME data analysis which has been provided for the last 2 years.

2 Previous Consideration

3. This report has not been considered at a previous meeting.

3 Background

4. 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 5th, known as the 'Snap shot date'. Employees in receipt of ordinary pay qualify to be included, employees on reduced pay due to sickness or maternity are exempt

3.1. Reportable Data

5. The reportable information is based on Jigsaw Homes Group employees only; subsidiaries are not included. The total headcount within Jigsaw Homes Group on the snapshot date was 963 employees, 804 employees qualified as full pay relevant.

Hourly Pay Gap

	Male	Female	Gap
Mean 2021	£17.49	£17.04	2.6%
Mean 2020	£17.30	£16.58	4.2%
Median 2021	£15.98	£16.03	-0.3%
Median 2020	£15.40	£14.98	2.7%

6. The mean pay gap is 2.6% which represents a 45p difference in hourly rates for males and females. The median pay gap is -0.3% therefore in favour of females. Our reportable mean gap has decreased by 1.6 percentage points since last year. The Median Gap previously was in favour of men; this has decreased by 3 percentage points and is now in favour of women.
7. Overall, there is a gender split of 47% women and 53% men. The distribution of women throughout the quartiles has changed slightly with women remaining

under-represented in percentage terms within the Upper quartile.

3.2. Group-Wide Data (Non-Reportable)

8. We have undertaken further analysis over and above the reportable requirements, to show the group-wide data for all employees within the Group. The total headcount group-wide on the snapshot date was 1356 employees, 1136 employees qualified as full pay relevant employees.

Hourly Pay Gap

	Male	Female	Gap
Mean 2021	£16.93	£15.99	5.6%
Mean 2020	£16.21	£15.51	4.3%
Median 2021	£15.98	£13.62	14.8%
Median 2020	£15.13	£13.16	13%

9. The mean pay gap is 5.6% which represents a 94p difference in hourly rates for males and females. The median pay gap is 14.8%. The group-wide mean gap has increased by 1.3 percent points compared to last year, with a 1.8 percentage point increase in the median pay gap.
10. Whilst our median pay gap has increased slightly, it still falls below the median gender pay gap for Property, housing and estate management (our nearest Comparator) which is 18.3% in favour of men, according to the Employee Earnings in the UK: 2020 ONS survey.
11. Overall, the consolidated data has a gender split of 49% women and 51% men. Women are over-represented in the Lower and Lower Middle and under-represented in the Upper Middle quartile. A significant proportion of men are employed within skilled trades within the business, and rates of pay for those roles falls into the Upper Middle and Upper quartiles, commencing around £15.46 per hour.

3.3. Ethnicity Data

Hourly Pay Gap

	BAME	Non BAME	Gap
Mean 2021	£15.94	£16.51	3.5% in favour of Non BAME
Mean 2020	£16.14	£15.58	1.6% in favour of BAME
Median 2021	£15.34	£15.21	0.9% in favour of BAME
Median 2020	£14.52	£14.50	0.1% in favour of BAME

12. Further analysis of the ethnicity data shows the mean pay gap is 3.5 % which represents a 57p difference in hourly rates in favour of white employees. The median

pay gap is -0.9 which is slightly in favour of BAME employees. This analysis is based on consolidated data for all companies in the Group.

13. Our gap within this area compares very favorably to an ONS survey in 2018 which states the average pay gap in the UK was between 12% and 21.6% for different groups of BAME employees.
14. Figure 1 sets out a density plot of the hourly rate of pay by ethnicity; employees within non “White” groups have been combined to aid analysis. The differences between the two curves are minor and show BAME employees are distributed relatively evenly. The highest paid BAME employee is an Assistant Director who is paid £39.93 per hour, with a total of 12 employees being paid more than this employee within the organisation.

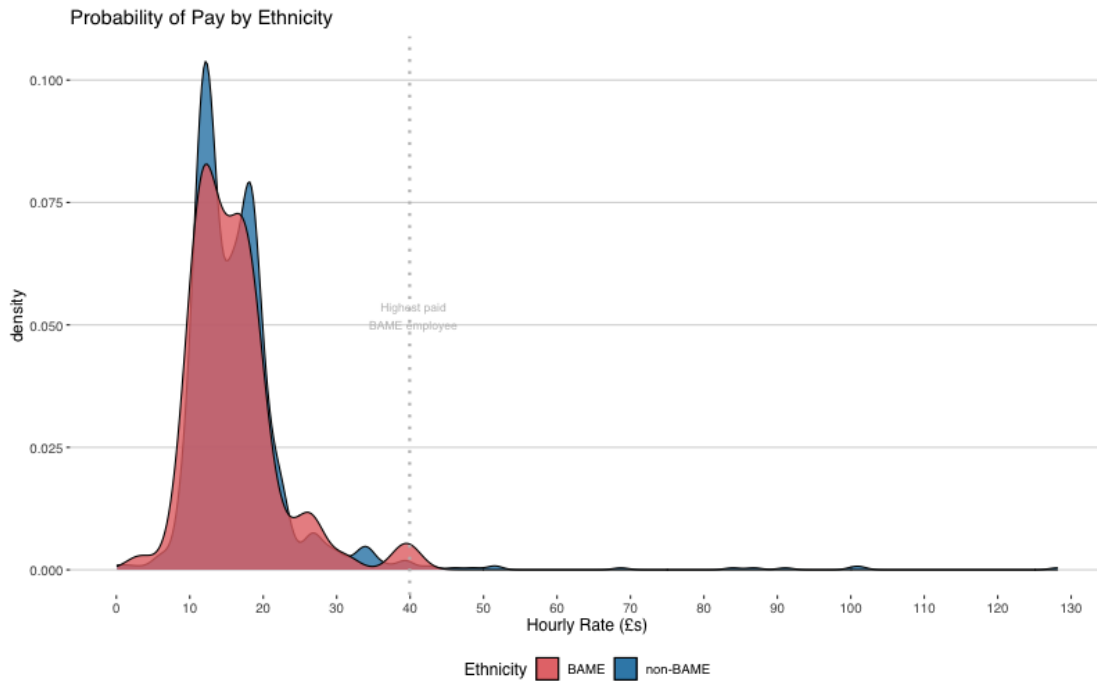


Figure 1

15. **Figure 1**
16. According to a 2016 ONS population survey, the non-white population in the North West is c10.4%; more up to date data will be available in 2023 following the 2021 census. Group wide we employ 76 BAME employees which represents 7% of the workforce. This shows we are under represented when compared to the regional data. This has reduced from 10% last year as the ethnicity of a small percentage of employees had been incorrectly classed as BAME due to a description error within the HR system. Encouragingly, 10% of new recruits within the last 12 months are of BAME origin. With an anticipated increase in the 2021 census data for BAME people living in the regions in which we work, it is important that we continue to attract BAME employees and ensure there are no barriers to progression particularly within the upper quartile to create greater diversity.

4 CE Pay Ratios

17. The pay ratio is calculated between the highest paid member of staff (the CEO) and the lowest paid member of staff. The Group's pay ratio is 10.4 to 1; this remains the same as last year. The median pay ratio reported by CIPD was 84:1 with the public sector pay ratio towards 12 to 1. According to the High Pay Centre 2021 top CEOs at paid 120 times more than the typical worker.

5 Further Work

18. Our focus remains on continually reviewing our data to ensure any pay gap is reduced, we have therefore completed some further analysis which is detailed within the additional paper. We will also complete further work in the following areas:-
19. Review imagery and language used within recruitment to ensure it is inclusive for all.
20. We have started to collate internal promotion information, and will build on the data to allow for further analysis linked gender and ethnicity . Depending on those findings, we will consider introducing additional training and support to aid progress within the business.
21. Conduct a survey to understand the gender differences for turnover & length of service within the business, hopefully generating information about any potential barriers.

6 Conclusion

22. Jigsaw Homes Group are committed to equal payment of all employees which is demonstrated by the pay structure that ensures those who complete the same/similar roles are paid within the same salary range. Our findings therefore show that employees are attracted to different types of roles which command different rates of pay.
23. We have completed surveys within the business in order to better understand whether there are any barriers we can remove to address the difference in the median pay gap for women particularly aimed at understanding career progression through to higher quartiles. We found that there are no barriers currently, as it often links to the roles employees are attracted to initially plus women do still appear to take the lead role with childcare and caring for their family units.

7 Recommendation

24. The board is asked to note this report.
25. *Reason for recommendation:* To meet statutory obligations and better understand equal pay issues in the Group.

8 Appendices

8.1. Reportable Data

Bonus Pay Gap

	Male	Female	Bonus pay gap
Mean 2021	£626.19	£568.4	£9.2%
Mean 2020	£480.92	£445.10	7.4%
Median 2021	£500.00	£500.00	0.0%
Median 2020	£400.00	£400.00	0.0%

Bonus Pay Gender Proportion

	Male	Female
2021	96%	92.8%
2020	97.4%	95.8%

Proportion of Males/females Within Each Quartile 2021

Quartile	Gender	Percentage
Lower	Female	51.7%
	Male	48.3%
Lower Middle	Female	39.8%
	Male	60.2%
Upper Middle	Female	52.7%
	Male	47.3%
Upper	Female	42.8%
	Male	57.2%

8.2. Group-Wide Data

Hourly Pay Gap

	Male	Female	Gap
Mean 2021	£16.93	£15.99	5.6%
Mean 2020	£16.21	£15.51	4.3%
Median 2021	£15.98	£13.62	14.8%
Median 2020	£15.13	£13.16	13%

Proportion of Males/females Within Each Quartile 2021

Quartile	Gender	Percentage
Lower	Female	53.5%
	Male	46.5%
Lower Middle	Female	57.7%
	Male	42.3%
Upper Middle	Female	39.8%
	Male	60.2%
Upper	Female	44.4%
	Male	55.6%

8.3. Pay Ratio

percentile	25	50	75
2021 ratio 1	10.4	8.4	7.0
2020 ratio 1	10.4	7.8	6.5



Creating homes. Building lives.

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