

# Gender & BAME Pay Gap

Jigsaw

For Information

# Gender & BAME Pay Gap

Michelle Grundy, Operations Director of People

## Purpose of Report

- 1. To provide information for discussion on the reportable Gender Pay Gap data which has to be published by 4th April 2023. 2
- 2. For the Group’s own purposes a group-wide assessment including all subsidiaries has also been collated along with the additional data analysis to consider the ethnic minority pay gap which has been provided for the last 3 years. 4 6

## Previous Consideration

- 3. This report has not been considered at a previous meeting. 8

## 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 10 12 14 16

## 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 1,046 employees, 884 employees qualified as full pay relevant. 18 20

## Hourly Pay Gap

22

	Male	Female	Gap
Mean 2022	£18.19	£17.57	3.4%
Mean 2021	£17.49	£17.04	2.6%
Median 2022	£16.47	£15.60	5.3%
Median 2021	£15.98	£16.03	-0.3%

6. The mean pay gap is 3.4% which represents a 62p difference in hourly rates for males and females. The median pay gap is 5.3% which is now in favour of males. Our reportable mean gap has increased by 0.8 percentage points since last year. The Median Gap previously was in favour of females; this has increased by 5.6 percentage points and is now in favour of males. This year we have adjusted the internal structure of the business moving more employees from subsidiaries into JHG which accounts for this change. 24 26 28 30
7. Overall, there is a gender split of 53.7% women and 46.2% men. The distribution of women throughout the quartiles has changed slightly with women remaining under-represented in percentage terms within the Lower Middle and Upper quartile (see Appendix 1 for table). 32 34

## 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 1,340 employees, 1,133 employees qualified as full pay relevant employees. 36 38

## Hourly Pay Gap

	Male	Female	Gap
Mean 2022	£17.79	£16.83	5.4%
Mean 2021	£16.93	£15.99	5.6%
Median 2022	£16.25	£14.38	11.5%
Median 2021	£15.98	£13.62	14.8%

9. The mean pay gap is 5.4% which represents a 96p difference in hourly rates for males and females. Whilst the gap pay for JHG reportable has increased in favour of males, the group-wide mean gap has decreased by 0.2 percent points with the median pay gap decreasing by 3.3 percentage points since year last. 42 44
10. Overall, the consolidated data has a gender split of 47.4% women and 52.6% men. Women are over-represented in the Lower and Lower Middle and under-represented in the Upper Middle quartile. A significant 46 48

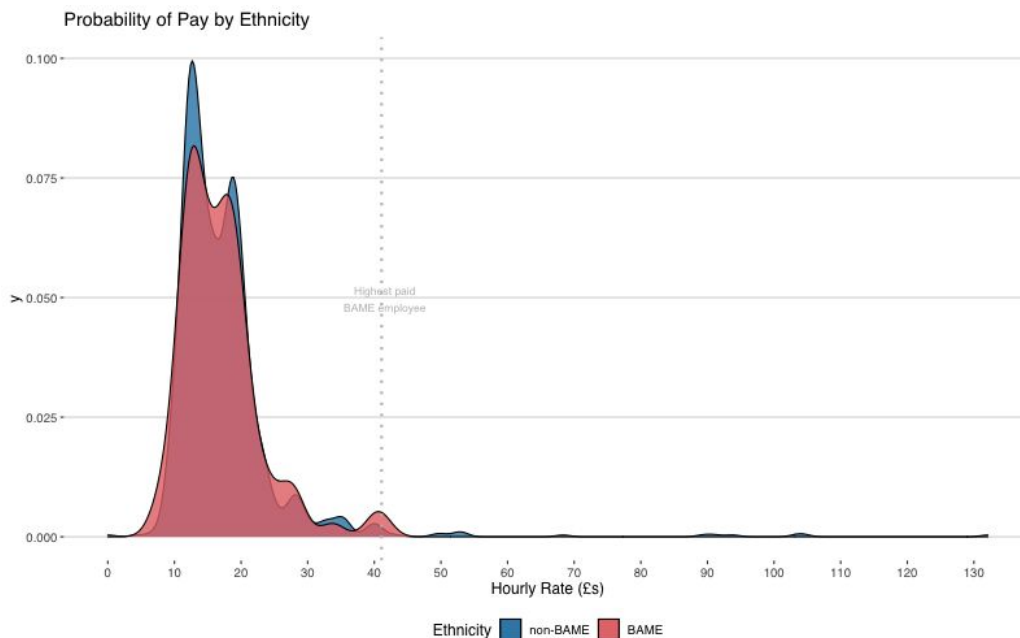
proportion of men are employed within skilled trades within the business, and rates of pay for those roles falls into the Upper Middle and Upper quartiles, in the range £15 - £19 per hour. 50

## Ethnicity Data 52

### Hourly Pay Gap

	Ethnic Minority	Non-Ethnic Minority	Gap
Mean 2022	£17.01	£17.48	2.7% in favour of Non-Ethnic Minority
Mean 2021	£15.94	£16.51	3.5% in favour of Non-Ethnic Minority
Median 2022	£16.08	£15.95	0.8% in favour of Ethnic Minority
Median 2021	£15.34	£15.21	0.9% in favour of Ethnic Minority

11. Further analysis of the ethnicity data shows the mean pay gap is 2.7% which represents a 47p difference in hourly rates in favour of Non-Ethnic Minority employees. The median pay gap is 0.8% which is in favour of Ethnic Minority employees. This analysis is based on consolidated data for all companies in the Group. 54 56 58
12. 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. 60
13. 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. The highest paid BAME employee is an Assistant Director who is paid £41.09 per hour, with a total of 13 employees being paid more than this employee within the organisation. 62 64 66
14. Further analysis of the ethnic minority data shows that 64% of new ethnic minority employees are choosing to join the business within entry level positions mainly within Jigsaw Support. A clear career path is available for 21% of ethnic minority employees which will lead to increases in salary as they progress. 68 70 72
15. According to a 2016 ONS population survey, the non-white population in the North West is c. 10.4%; more up to date data will be available in 2023 following the 2021 census. Group wide we employ 102 Ethnic Minorities employees which represents 7.6% of the workforce. This shows that Ethnic Minorities are under represented within our workforce when compared to the regional data. Encouragingly, 10.5% of new recruits who qualify as full pay relevant within the last 12 months are of Ethnic Minority 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 74 76 78 80



**Figure 1**

we continue to attract BAME employees and ensure there are no barriers to progression particularly within the upper quartile to create greater diversity.

## CE Pay Ratios

16. The pay ratio is calculated from the consolidated Group-wide data and measures the difference between the highest paid member of staff (the CEO) and median employee hourly pay. The Group's pay ratio is 8.3 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. 1

## Further Work

17. Our focus remains on continually reviewing our data to ensure any pay gap is reduced, we are therefore introducing an Equality Diversity and Inclusion dashboard which will help us to measure and understand our data some of this will link in with the Gender Pay Gap analysis. Whilst our data shows that new starters often join Connect as an entry point into the business before moving on to other departments, we plan to use

the dashboard information to monitor recruitment and promotions. This should help us to understand the career paths and opportunity for salary progression which are available for the workforce when taking this route.

## Conclusion

18. 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.
19. Our findings show that whilst pay gaps remain within genders and ethnicities throughout our workforce this is because employees are attracted to different types of roles which command different rates of pay.

## Recommendation

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

## Appendices

### Reportable Data

#### Hourly Pay Gap

	Male	Female	Gap
Mean 2022	£18.19	£17.57	3.4%
Mean 2021	£17.49	£17.04	2.6%
Median 2022	£16.47	£15.60	5.3%
Median 2021	£15.98	£16.03	-0.3%

#### Bonus Pay Gap

	Male	Female	Bonus pay gap
Mean 2022	£352.20	£334.76	5%
Mean 2021	£626.19	£568.40	9.2%

	Male	Female	Bonus pay gap
Median 2022	£400.00	£400.00	0.0%
Median 2021	£500.00	£500.00	0.0%

## Bonus Pay Gender Proportion

	Male	Female
2022	93.7%	88.8%
2021	96%	92.8%

## Proportion of Males/females Within Each Quartile 2022

120

Quartile	Gender	Percentage
Lower	Female	53.4%
	Male	46.6%
Lower Middle	Female	42.1%
	Male	57.9%
Upper Middle	Female	48.4%
	Male	51.6%
Upper	Female	41.2%
	Male	58.8%

## Group-Wide Data

### Hourly Pay Gap

122

	Male	Female	Gap
Mean 2022	£17.79	£16.83	5.4%
Mean 2021	£16.93	£15.99	5.6%
Median 2022	£16.25	£14.38	11.5%
Median 2021	£15.98	£13.62	14.8%

### Bonus Pay Gap

	Male	Female	Bonus pay gap
Mean 2022	£358.49	£338.00	5.7%
Mean 2021	£588.38	£525.14	10.7%
Median 2022	£400.00	£400.00	0.0%
Median 2021	£500.00	£500.00	0.0%

## Bonus Pay Gender Proportion

124

	Male	Female
2022	94.5%	89.8%
2021	96.2%	93.5%

## Proportion of Males/females Within Each Quartile 2022

Quartile	Gender	Percentage
Lower	Female	54.2%
	Male	45.8%
Lower Middle	Female	52.5%
	Male	47.5%
Upper Middle	Female	38.4%
	Male	61.6%
Upper	Female	44.5%
	Male	55.5%

## Pay Ratio

126

percentile	50
2022 ratio 1	8.3
2021 ratio 1	8.4

Reviewed by Katie Marshall, Group Dir of Development & HR 31st August 2022.

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