

Gender & BAME Pay Gap

Jigsaw

For Information

Gender & BAME Pay Gap

Michelle Grundy, Operations Director of People

The information below details the reportable Gender Pay Gap data which has to be published by 4th April 2024.

1. For the Group's own purposes a group-wide assessment including all subsidiaries has also been collated along with the ethnic minority pay gap.

Reportable Data

Hourly Pay Gap

	Male	Female	Gap
Mean 2023	£20.03	£18.86	5.8%
Mean 2022	£18.19	£17.57	3.4%
Median 2023	£18.58	£16.27	12.4%
Median 2022	£16.47	£15.60	5.3%

Bonus Pay Gap

	Male	Female	Bonus pay gap
Mean 2023	£361.99	£349.01	3.6%
Mean 2022	£352.20	£334.76	5%
Median 2023	£400.00	£400.00	0.0%
Median 2022	£400.00	£400.00	0.0%

Bonus Pay Gender Proportion

	Male	Female
2023	96.4%	96.4%
2022	93.7%	88.8%

Proportion of Males/females Within Each Quartile 2023

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2. Overall reportable gender split - 46.6% women and 53.4% men

Quartile	Gender	Percentage
Lower	Female	56.5%
	Male	43.5%
Lower Middle	Female	47.4%
	Male	52.6%
Upper Middle	Female	35.7%
	Male	64.3%
Upper	Female	42.8%
	Male	57.2%

Group-Wide Data

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Hourly Pay Gap

	Male	Female	Gap
Mean 2023	£19.64	£18.01	8.3%
Mean 2022	£17.79	£16.83	5.4%
Median 2023	£18.58	£15.29	17.7%
Median 2022	£16.25	£14.38	11.5%

Bonus Pay Gap

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	Male	Female	Bonus pay gap
Mean 2023	£368.86	£347.51	5.8%
Mean 2022	£358.49	£338.00	5.7%
Median 2023	£400.00	£400.00	0.0%
Median 2022	£400.00	£400.00	0.0%

Bonus Pay Gender Proportion

	Male	Female
2023	96.5%	95.8%
2022	94.5%	89.8%

Proportion of Males/females Within Each Quartile 2023

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3. Overall consolidated gender split - 46.8% women and 53.2%

Quartile	Gender	Percentage
Lower	Female	56.1%
	Male	43.9%
Lower Middle	Female	58.4%
	Male	41.6%
Upper Middle	Female	33.3%
	Male	66.7%
Upper	Female	39.2%
	Male	60.8%

Ethnicity Data

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Hourly Pay Gap

	Ethnic Minority	Non-Ethnic Minority	Gap
Mean 2023	£17.46	£19.08	8.5% in favour of Non-Ethnic Minority
Mean 2022	£17.01	£17.48	2.7% in favour of Non-Ethnic Minority
Median 2023	£16.36	£17.43	6.1% in favour of Non-Ethnic Minority
Median 2022	£16.08	£15.95	0.8% in favour of Ethnic Minority

Pay Ratio

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percentile	50
2023 ratio 1	8.1
2022 ratio 1	8.3

Reviewed by Katie Marshall, Group Director of Development & People 25th March 2024.

Contact: Katie.Marshall@jigsawhomes.org.uk 01942267745.