



New Charter Housing Trust

Gender Pay Gap Report 2017



EQUALITY ACT 2010 (GENDER PAY GAP INFORMATION) REGULATIONS 2017

Introduction

On the 5th April 2017 New Charter Housing Trust employed more than 250 people in permanent or fixed term contract roles. This means that it is subject to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and as such the organisation is required to publish details of its gender pay gap.

Our Data

Mean average hourly pay gap

Male	Female	Median Gap (%)
£15.45	£14.15	8.4

Median average hourly pay gap

Male	Female	Median Gap (%)
£13.36	£13.71	(-2.6)

Mean average bonus pay gap

Male	Female	Median Gap (%)*
£50	£50	0.0

*A £50 voucher was received by all employees in December 2016

Median average bonus pay gap

Male	Female	Median Gap (%)
£50	£50	0.0

Bonus pay gender proportion

Male	Female
94.0%	97.4%

Lower Quartile		Lower middle Quartile		Upper middle Quartile		Upper Quartile	
Male	Female	Male	Female	Male	Female	Male	Female
54.4%	45.6%	26.2%	73.8%	23.0%	77.0%	56.0%	44.0%

In considering the quartile pay bands it is helpful to have an awareness of the pay ranges;

- The lower quartile captures pay up to £18,640
- The lower middle quartile captures pay above 18,640 to 25,735
- The upper middle quartile captures pay above 25,735 to 31,216
- The upper quartile captures pay above £31,216

Understanding the Data

The data for New Charter Housing Trust shows a gender pay gap of 8.4%.

On 5th April 2017 New Charter Housing Trust had 502 people in permanent or fixed term contract roles, with an overall gender split of 40% men and 60% women in the workforce.

It is worth sharing that 21.71% of the workforce work less than full time with 19.32% of this figure being women and 2.39% men. This has the effect of disproportionately reducing the earnings of women.

Another factor that we have identified is that fewer women are in the upper earnings quartile which suggests that career progression is acting as an inhibitor to women's pay.

Having a gender pay gap does not necessarily mean that as an organisation we have acted inappropriately or discriminatory, however, the action plan below provides the organisation's commitment to closing it.

Our action plan to closing the gender pay gap

- A mentoring programme, commencing in October 2017, has been actively promoted to women in the organisation aimed at supporting both personal and career development
- A 'Women into Leadership' programme will commence in April 2018 aimed at improving skills and opportunities
- A working group of women and men from across the organisation will be created to discuss the challenges, barriers, opportunities and support required to close the gender pay gap
- We will retain and extend our existing good practice around flexible working practices, understanding how important this is in allowing women to return to work after maternity leave and throughout their career

The measures identified in this narrative will take some time to take effect, and as an employer we are committed to building diverse and inclusive workplaces that give equal opportunities to all employees. The production of this gender pay report will help us to monitor pay and career progression among employees to ensure that all employees, irrespective of gender, are supported to reach their full potential. We will report on our progress in reducing the gender pay gap over time in future reports.

Signed:

Ian Munro (*Group Chief Executive*)

Date:

16/10/17