



Gender Pay Gap Report 2019: Lincolnshire Housing Partnership

Lincolnshire Housing Partnership, (LHP) has just marked its first birthday and as such is developing as an organisation, which will support the fair treatment and reward of all staff irrespective of gender. With this in mind, we support Government legislation that was introduced in April 2017 requiring all employers with more than 250 employees to publish information about their gender pay gap.

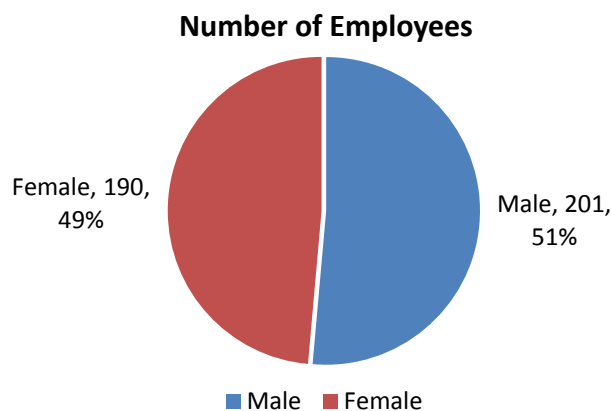
In these series of questions and answers, we hope to give you an overview of salaries paid by LHP and the gender pay gap within different sectors of our Partnership. Where appropriate, if action is deemed necessary, there are recommendations, along with explanations as to why the gap still exists in some areas.

What is the gender pay gap?

The gender pay gap shows the difference in pay between male and female employees in an organisation. The gender pay gap is defined as the difference between the 'mean or median' hourly rate of pay that male and female colleagues receive. The median is the middle number, if all people line up and the mid-point is selected. The mean is the average if all the data is added together and then divided by the number of people in the dataset.

Does LHP have to publish details of its gender pay gap?

Yes, at the time of this audit LHP employed 391 people, which includes trade operatives and office-based staff. Of that total 201 were male and 190 were female.

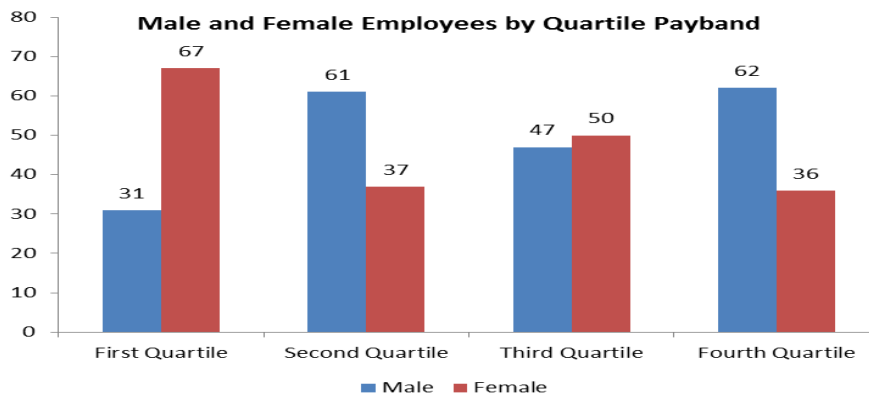


What were the overall LHP pay rates (full and part-time) at the time of the audit?

- The audit breaks LHP salary bands into four quartiles;

- This reveals how 15 per cent of the organisation’s male workforce were in the lowest quartile, compared to 35 per cent of females;
- 30.8 per cent of LHP’s male workforce were in the highest quartile, and 18.9 per cent were female employees.

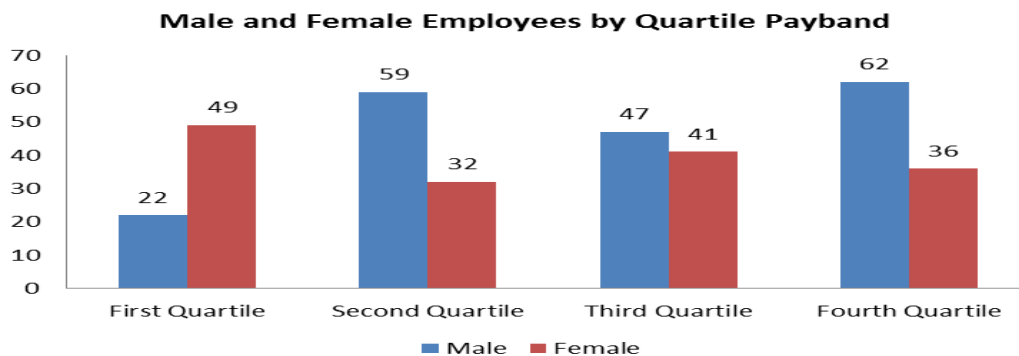
Hourly Pay - Full & Part Time Staff	From	To	Male	(%)	Female	(%)	Total
First Quartile	0	9.96	31	15.4%	67	35.3%	98
Second Quartile	9.97	11.41	61	30.3%	37	19.5%	98
Third Quartile	11.42	14.3	47	23.4%	50	26.3%	97
Fourth Quartile	14.31	69.66	62	30.8%	36	18.9%	98
Total			201		190		391



How do these figures change when the audit examines the pay rates among LHP’s fulltime employees?

- Here we have a total of 348 fulltime employees. Of those 190 were male and 158 were female.

The graphs below details the numbers in each quartile pay band.



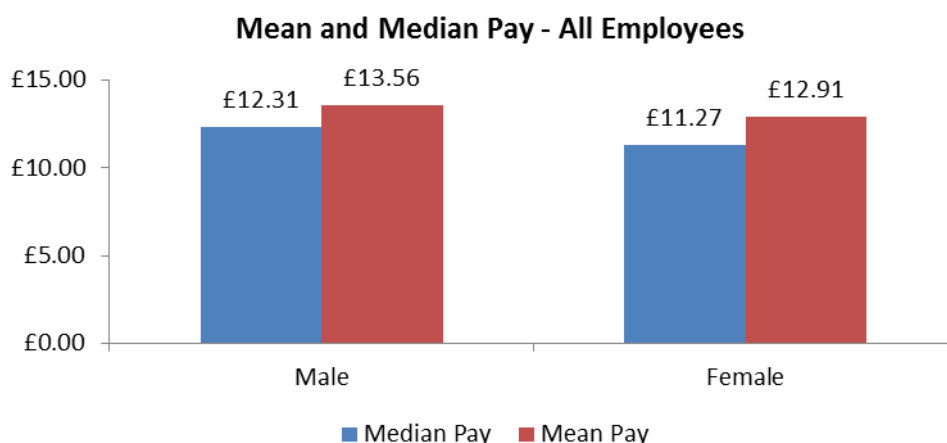
Here we see the percentage comparisons, which reveal how there is an unequal percentage of male and female fulltime employees in the fourth quartile.

Hourly Pay - Full Time Staff	From	To	Male	(%)	Female	(%)	Total
First Quartile	0	9.96	22	10.9%	49	25.8%	71
Second Quartile	9.97	11.41	59	29.4%	32	16.8%	91
Third Quartile	11.42	14.3	47	23.4%	41	21.6%	88
Fourth Quartile	14.31	69.66	62	30.8%	36	18.9%	98
Total			190		158		348

Moving on to the gender pay gaps, what is the overall difference in the pay of ALL male and female employees at LHP (the total gender pay gap across the whole of the organisation encompassing part and fulltime employees)?

- We see from the graphs below that, at the time of the audit the total Median gender pay gap stood at 8.4 per cent with the Mean pay gap at 4.8 per cent.
- These gaps are better than the average gap for all UK workers, according to the Office of National Statistics (ONS), which in 2019 stands at 17.9 per cent.

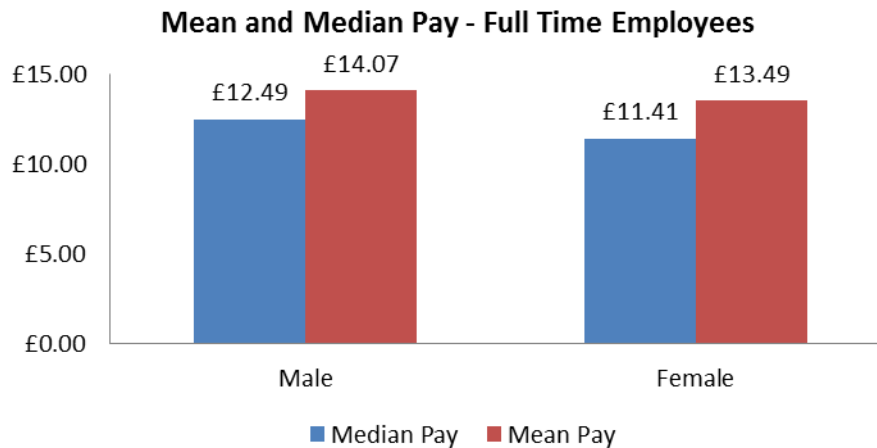
Hourly Pay	Male	Female	Difference (£)	Gender Pay Gap (%)
Median Pay	£12.31	£11.27	£1.04	8.4%
Mean Pay	£13.56	£12.91	£0.65	4.8%



What about the Gender Pay Gap with regards to LHP’s fulltime employees?

- We see from the graphs below that, at the time of the audit the total Median gender pay gap stood at 8.6 per cent with the Mean pay gap at 4.1 per cent. The latter is better than the national average.

	Hourly Pay	Male	Female	Difference (£)	Gender Pay Gap (%)
Median Pay		£12.49	£11.41	£1.07	8.6%
Mean Pay		£14.07	£13.49	£0.57	4.1%



What do we learn from this data?

- The main reason for our overall organisation-wide gender pay gap is that, although we have a relatively even split in males and females, we continue to have more women in part-time roles. This is also evidenced when you note the contrast between the numbers of men (32 per cent) in the first quartile, compared with the number of women (68 per cent).
- In the fourth quartile the percentage of males rises to 63 per cent and females is 37 per cent
- Part-time working is a big factor, as we have already identified, leading to few women in the more senior roles and a much higher proportion of women than men in the lower quartile. We continue to have several female employees taking maternity leave and requesting to work part-time hours when they return to enable them to fit work around their family commitments. Men who work part-time hours are older and are reducing their working hours as they head towards retirement under our flexible retirement scheme.
- Male workers continue to dominate roles within trade services. These roles continue to attract additional duties on call and working overtime.
- The salary of LHP's CEO is 9.7 times that of a worker on the National Living Wage and this compares well to CEOs in the top 100 UK companies, who on average earn 165 times more than, for example a hospital nurse. Meanwhile the organisation's senior Directors and Heads of Service have salaries within acceptable bands with no apparent connection to gender.

- However, gender bias may be possible amongst the organisation's 31 jobs with manager in the title. Ten male managers occupy the top hourly rate. It is intended that the organisation's revised salary structure will rectify this.
- Our policies and practices ensure that we do pay men and women the same for like work (jobs that are the same) and jobs of equal value.

What were the overall conclusions of note?

- The apparent imbalance between the percentage of women in the lower and upper quartiles;
- The analysis will be refreshed after the proposed terms and conditions of service are consulted and implemented to see if this positively changes;
- The significant salary ranges for managers, where men tend to be the top earners. This is likely to be rectified by the implementation of the proposed terms and conditions of service and pay line review;