# Gender Pay Gap
Report 2020

Lincolnshire Housing Partnership, (LHP) supports 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.

At the time of this audit LHP employed **406 people**, which includes trade operatives and office-based staff.

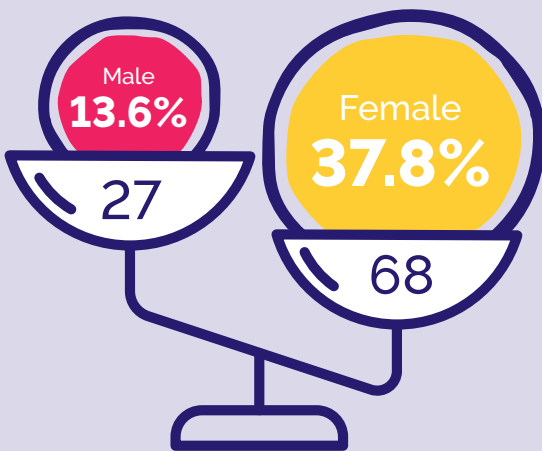Of that total 216 were male and 190 were female.

Female
47%

Male
53%
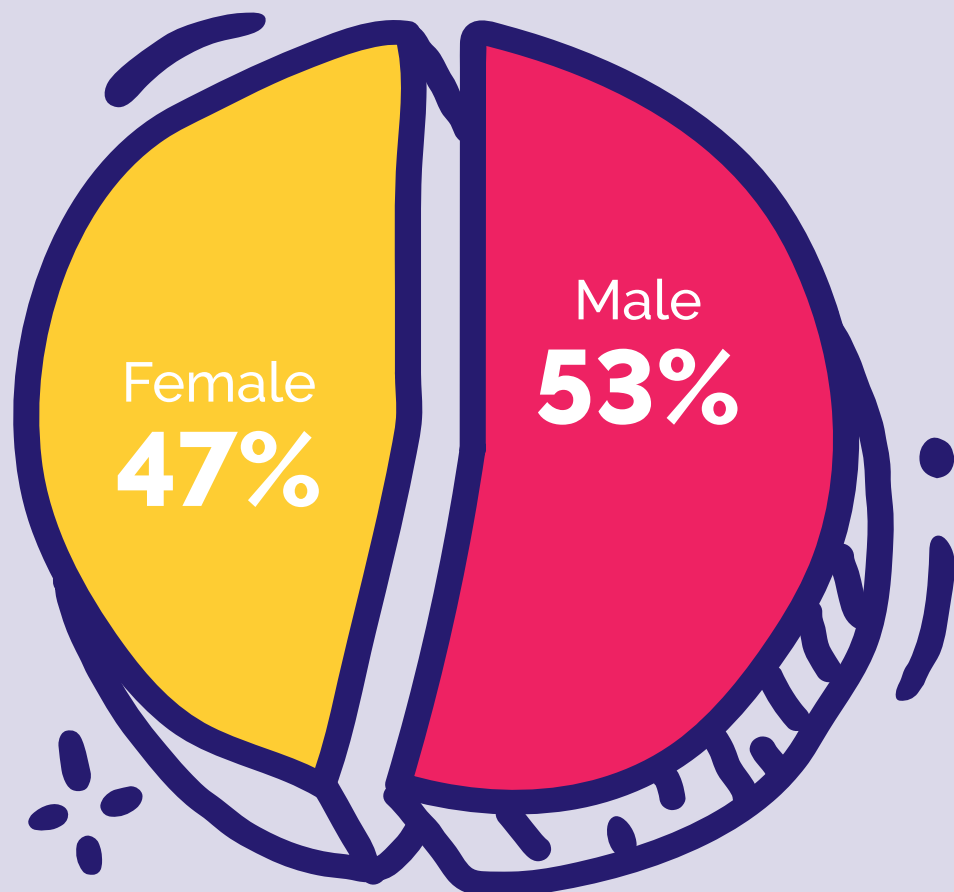
Pay Quartiles

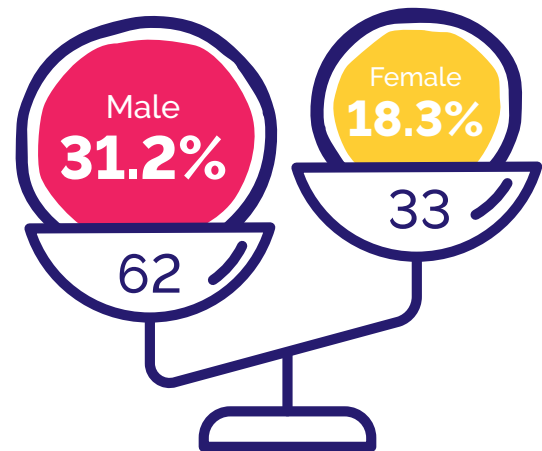The audit breaks **LHP hourly pay rates** (full time & part time) into four quartiles...

1st Quartile
£0-£11.21

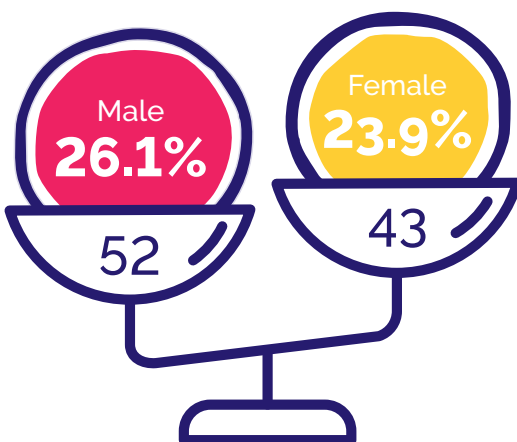Male **13.6%** 27

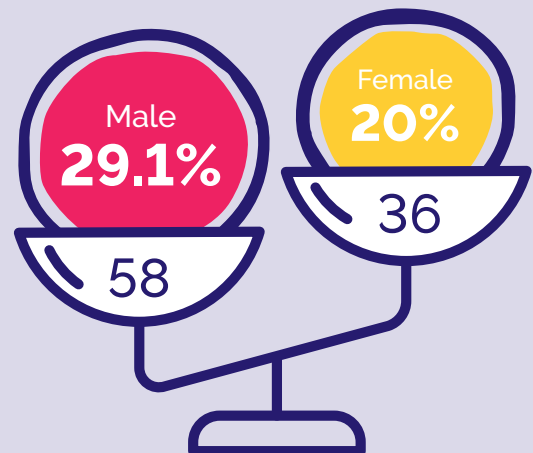Female **37.8%** 68

2nd Quartile
£11.21-£13.62

Male **31.2%** 62

Female **18.3%** 33

3rd Quartile
£13.62-£16.47

Male **26.1%** 52

Female **23.9%** 43

4th Quartile
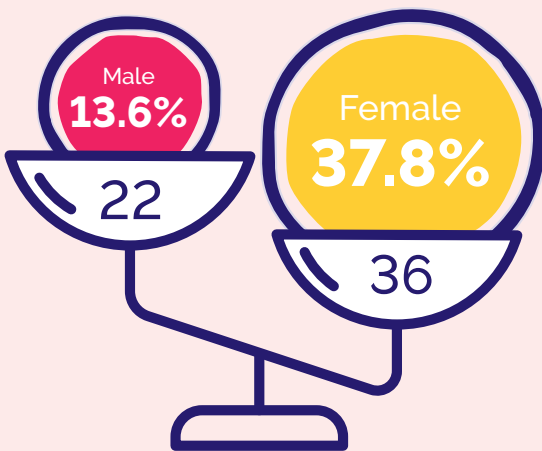£16.47-£76.20

Male **29.1%** 58

Female **20%** 36

Pay Quartiles

How do these figures change when the audit examines the pay rates among LHP's **full time employees?**

1st Quartile
£0-£11.21

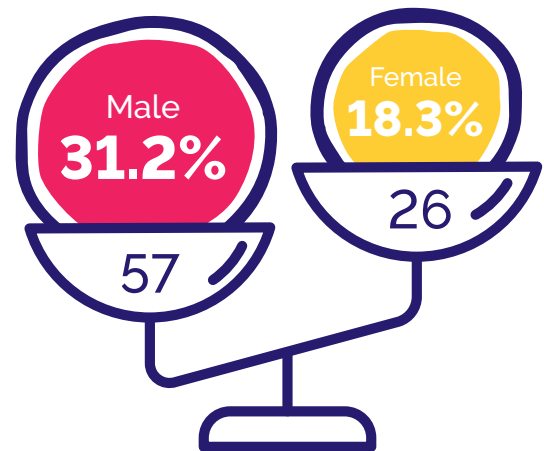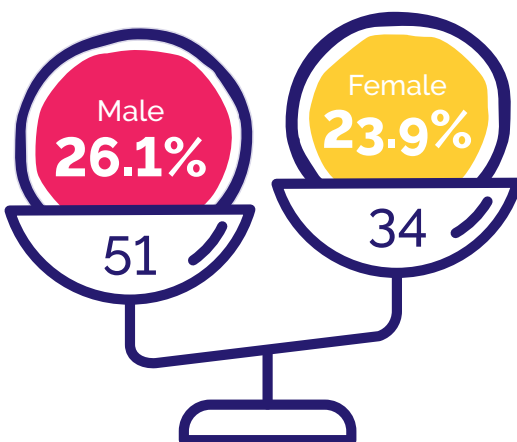Male
13.6%
22

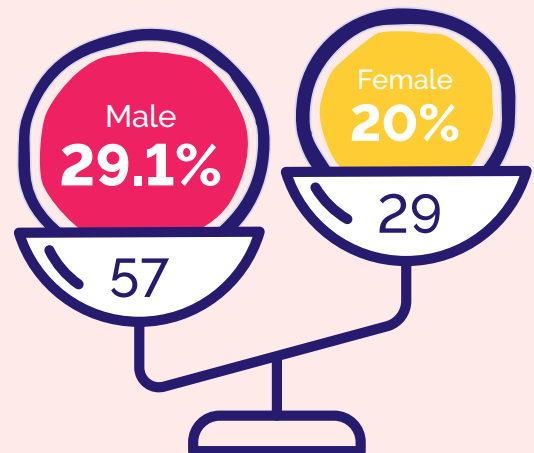Female
37.8%
36

2nd Quartile
£11.21-£13.62

Male
31.2%
57

Female
18.3%
26

3rd Quartile
£13.62-£16.47

Male
26.1%
51

Female
23.9%
34

4th Quartile
£16.47-£76.20

Male
29.1%
57

Female
20%
29

Gender Pay Gaps

What is the overall difference in the pay of **ALL male and female employees** at LHP?

Male
£14.49

Median Pay
10.5%

Female
£12.97

£1.52 hourly rate difference

Male
£15.58

Mean Pay
3.9%

Female
£14.98

£0.60 hourly rate difference
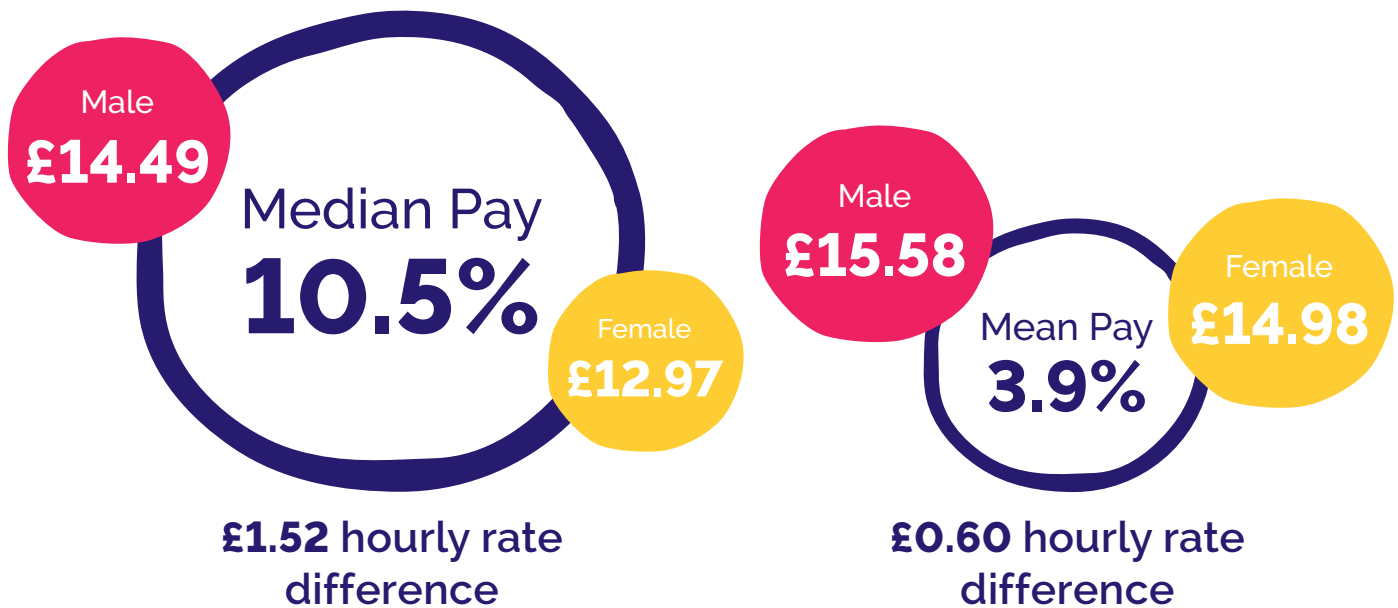
What about the Gender Pay Gap with regards to LHP's **fulltime employees**?

Male
£14.65

Median Pay
6.9%

Female
£13.64

£1.01 hourly rate difference

Male
£15.77

Mean Pay
-1.3%

Female
£15.97

£0.20 hourly rate difference
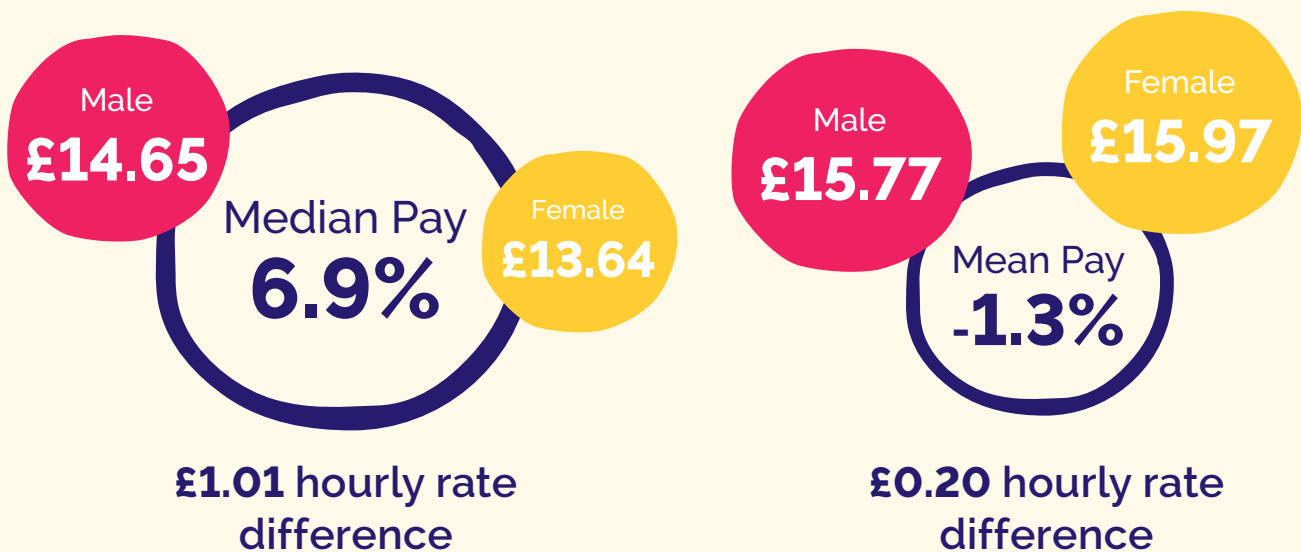
These gaps are **better than the average gap for all UK** workers, according to the Office of National Statistics (ONS), which in 2020 stands at 15.5 per cent.

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 (28.42 per cent) in the first quartile, compared with the number of women (71.57 per cent).

- In the fourth quartile the percentage of males **rises to 61.7 per cent** and females is 38.3 per cent

- **Part-time working is a big factor**, as we have already identified with a 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 8.7 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.

- In fact, the executive leadership team comprises of the chief executive who is male, 3 female directors and 1 male director and the corporate management team consists of 7 females and 4 males, which actually **demonstrates a higher ratio of females in these senior positions**.

- However, gender bias may be possible amongst the **organisation's jobs with manager in the title** as males occupy more of the top hourly rate roles.

- 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 identification that of the manager roles the majority of **higher salaries where occupied by men.**

- A **benchmarking exercise will be conducted in Jan 2022** to review all salaries against the median pay band for the sector and this should help to rectify any gender imbalance.

- We have **launched an apprenticeship programme for trades** and we will be actively encouraging females to apply to help reduce the gender in balance in this area.