

LHP

Lincolnshire Housing Partnership

Gender Pay Gap Report 2022



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A message from our CEO

I am fortunate to lead a dedicated team who put the Customer First. The restrictions placed on us due to the Coronavirus Pandemic gave us all a crash-course in working differently. We took the best aspects of this experience and integrated it into our working culture - The LHP Way.

Our resulting Agile Working Policy encourages all colleagues to find the best way of working for them, focussing on output delivery, rather than where, how and when a person works. This can include working remotely, condensed hours and part-time working.

Like many employers, we have found flexible working to be currently more popular with females often working around caring needs. This has a notable impact on some aspects of our gender pay gap, as those roles often lie in the lower pay-scales. However, it is pleasing to see that our median gender pay gap for all employees is almost 3.5% below the 2021 national average and 2% lower for full-time employees.

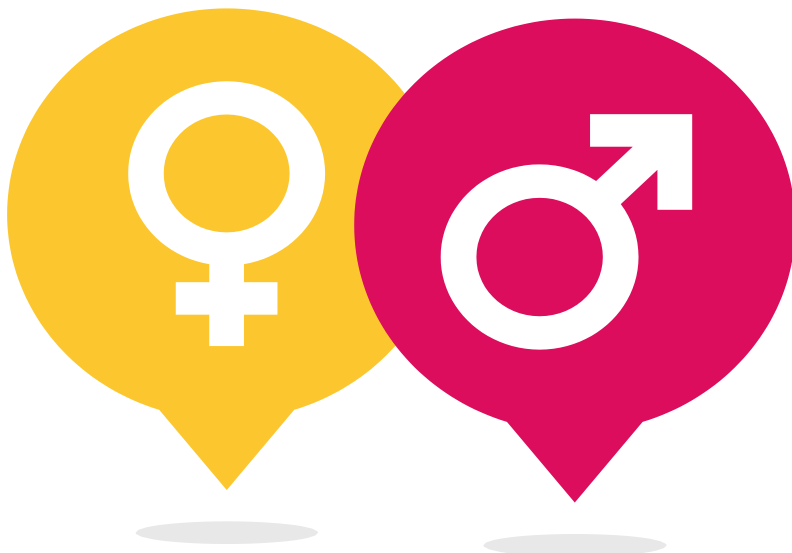
We know that there is no room for complacency, and we continue work to do everything we can to reduce the gap further. We are introducing:

- a Gender Decoder project to ensure all our job adverts are neutral in their wording.
- Blind Recruitment to reduce unconscious bias by anonymising the initial application process.
- a Returners Programme, to encourage those who have left the workforce for a period, often women, to gain experience, retrain if appropriate and return to employment.
- our own Apprenticeship Recruitment programme, encouraging women to consider technical and trade roles which have a notable gender imbalance

We have also embarked on the process to gain accreditation as Investors in Diversity (IID). the findings of this report will provide substantial input into creating our first action plan, which is due to start in January 2023.

I look forward to seeing the impact of all of these projects over the coming years.

- Murray Macdonald, Chief Executive



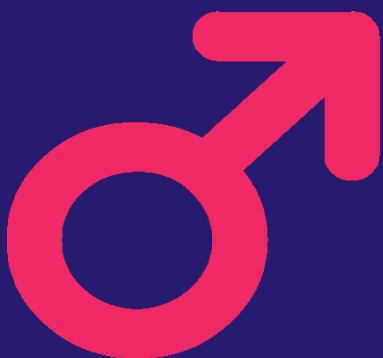
What is the Gender Pay Gap?

The Gender Pay Gap shows the difference in average hourly earnings between men and women based on their sex. It does mean that women are paid less for carrying out the same or similar jobs, or work that is of equal value. We support the fair treatment and reward of all staff irrespective of gender and we support the legal requirement for all employers with more than 250 employees to publish information about their gender pay gap.

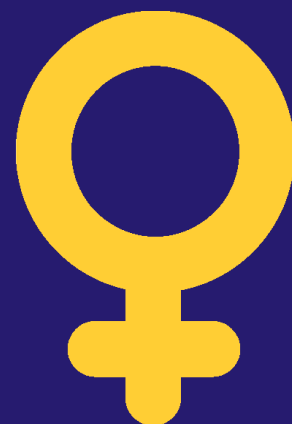
LHP Gender Pay Gap Findings 2022

The figures in this report are based on the mandatory snapshot date of 5 April 2022. At the time of this audit, we employed 363 people. Of that total, 206 were male and 157 were female. As a percentage, 56.7% were male employees, 43.25% were female.

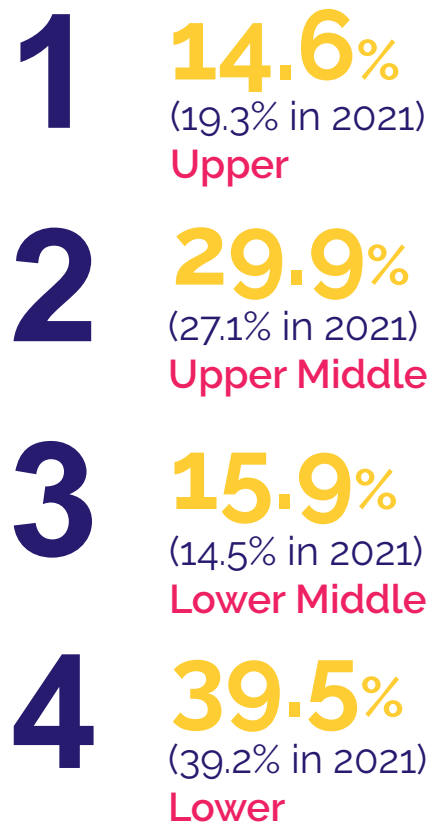
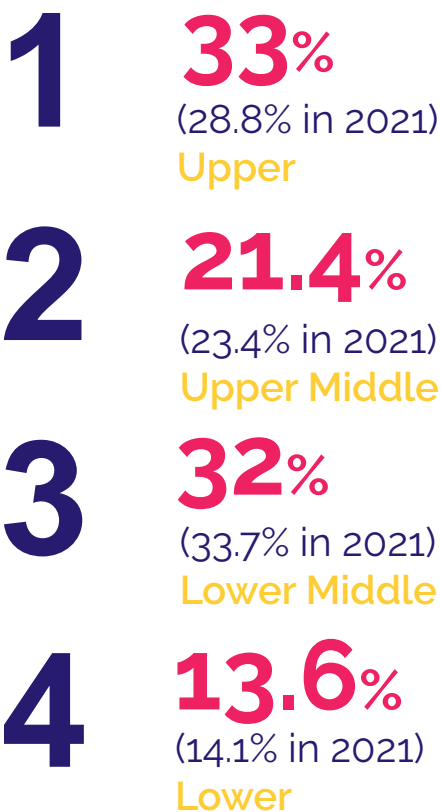
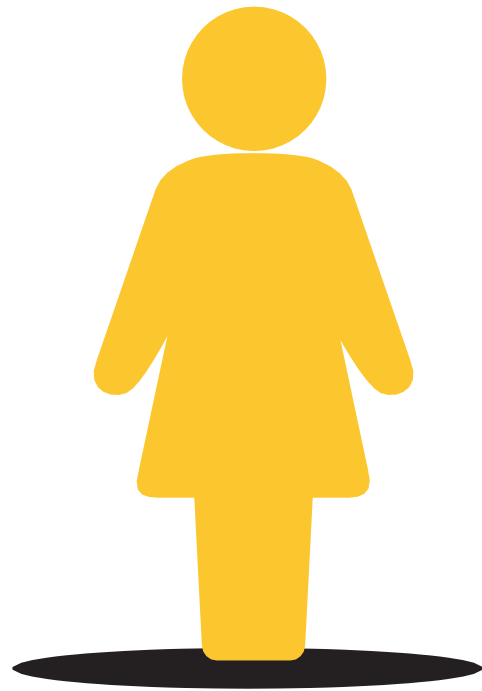
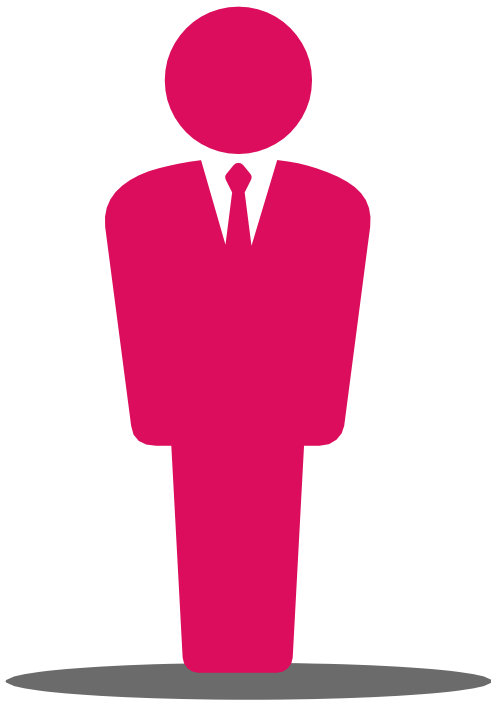
56.7%
were male



43.25%
were female



Hourly rates for all employees



The most significant year-on-year change is in the upper quartile, where a 5% reduction in the number of females and a corresponding increase in males is the result of one senior female leaving the organisation and a male being appointed as her successor. We are confident that this change is in line with its duty to appoint the best candidate and does not signify an institutional bias towards appointing males to senior roles.

Hourly rates for full-time employees only

Our full-time workforce is 316 people. 197 (62.34%) are men and 119 (37.66%) are women.

- The number of males in the upper middle quartile is 46, which is two more than shown in the preceding table for employees.
- The number of males in the lower quartile is 29, which is one more than shown in the preceding table for all employees.
- This is the result of the repositioning of the quartile break points following the removal of the part-time employees. This means that two more males sit in the upper middle quartile and one further male sits in the lower quartile of full-time employees than in the table of all employees.

Comparison of the tables shows that most part-time employees are female and in the lower middle and lower quartiles. We believe this reflects the appeal of flexible working through our Agile Working Policy to those who need to balance work with caring roles.

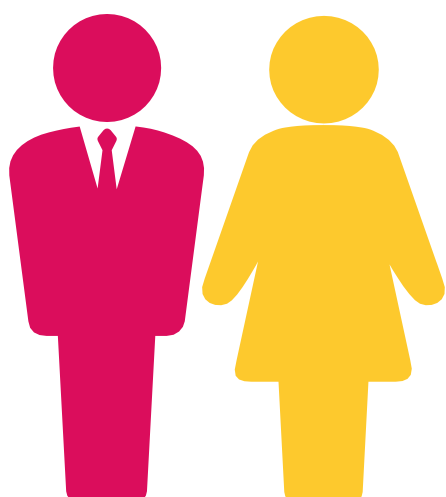
We will continue to promote the benefits of Agile Working to our male colleagues and offer all employees flexibility to consider parenting and caring needs.

1	29.4% (58 - 2022 Number) Upper	17.6% (21 - 2022 Number) Upper
2	23.4% (46 - 2022 Number) Upper Middle	27.7% (33 - 2022 Number) Upper Middle
3	32.5% (64 - 2022 Number) Lower Middle	12.6% (15 - 2022 Number) Lower Middle
4	14.7% (29 - 2022 Number) Lower	42% (50 - 2022 Number) Lower



Pay fluctuations across roles

	Hourly Rate	Types of Job Roles	Female Staff Number & %	Male Staff Number & %
Upper	£18.04 - £80.48	Executives, Managers, Supervisors	23 (14.6%)	68 (33%)
Upper Middle	£14.26 - £18.04	Engineers, Surveyors, ASB Officers, Data Protection, Lettings & Housing Officers, Team Leaders	47 (29.9%)	44 (21.4%)
Lower Middle	£12.30 - £14.25	Multi-skilled Operatives, Bricklayers, Plasterers, Customer Service Advisors	25 (15.9%)	66 (32%)
Lower	£9.50 - £12.30	Letting & Housing Assistants, Independent Living Advisors, Telecare Technicians, Receptionists, Cleaners	25 (15.9%)	28 (13.6%)



Mean gender pay gap

The figures for the mean hourly rate are found by adding up the relevant rates and dividing the total by the number of employees. This gives the mean, or average figure.

For all workers

The mean pay rate for men is £16.90 and for women £15.81, a £1.09 hourly difference, giving a mean pay gap of 6.4%, this is 0.1% lower than last year.

For full-time workers only

The mean gender rate for men is £17.11 and for women £16.85, a £0.26 hourly difference, giving a mean pay gap of 1.5%.

This reveals an almost 5% lower pay gap for full-time workers than for all workers. This suggests that a larger proportion of women undertake part-time roles with a lower hourly pay rate.

 **£17.11**
for males
(all workers)

£16.85 
for females
(all workers)

Median gender pay gap

The figures for the median hourly rate are found by listing the full range of relevant rates from the lowest to highest and finding the number in the middle.

For all workers


The median hourly rate for men is £15.16 and for women is £13.50, a £1.66 hourly difference, giving a median gender pay gap of 11%

For full-time workers only

The median hourly rate for men is £15.16 and for women £14.28, a £0.88 hourly difference, giving a median gender pay gap of 5.9%.

The 5% difference between the median gender pay gap for all workers and for full-time workers reinforces the finding that a larger proportion of women undertake part time roles with a lower hourly pay rate.

 **£15.16**
for males
(all workers)

£14.28 
for females
(all workers)

The percentage of women in each pay quarter for all employees

Women occupy 25.27% of the highest paid jobs and 69.13% of the lowest paid jobs.

Upper hourly pay quartile

♀ **25.27%**
for females

♂ **74.7%**
for males

Upper middle hourly pay quartile

♀ **51.6%**
for females

♂ **48.3%**
for males

Lower middle hourly pay quartile

♀ **27.47%**
for females

♂ **75.5%**
for males

Lower hourly pay quartile

♀ **69.13%**
for females

♂ **30.76%**
for males

Compared with last year, there has been just under a 9% drop in the number of upper quartile women, a 5% increase in the upper middle quartile, and a 1.5% increase in the lower middle quartile and a 1% drop in the lower quartile*.

* Based on a government report at: <https://gender-pay-gap-service.gov.uk/Employer/uzgRuB2Y/2021>

Conclusions

More women work in part-time roles in the lower two quartiles. This has a direct impact on our Gender Pay Gap.

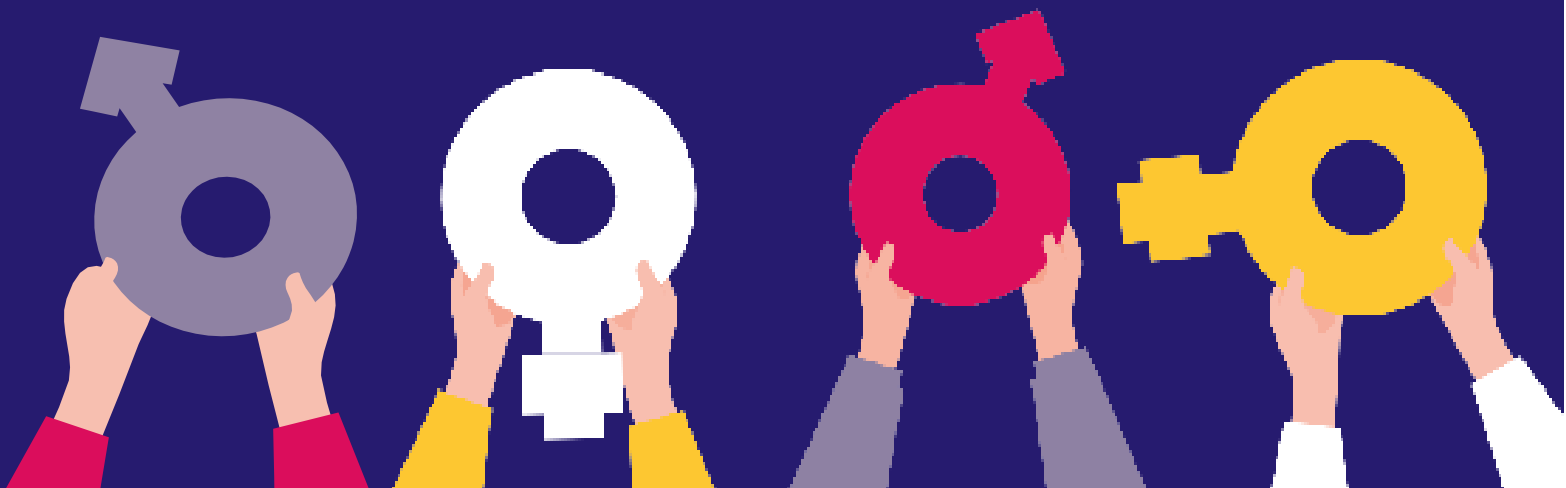


We remain committed to ensuring colleagues have flexibility in their work practices and to reducing the Gender Pay Gap.

We will work through various initiatives over time to introduce more women into the trade services which are currently male dominated.



Following changes over the past 12 months our Executive Leadership Team (ELT) now has three males and two females, reversing the proportions from the previous year.



Our Corporate Leadership Team (CLT) comprises of five females and four males, with two vacancies



At all levels we are confident that our policies and practices ensure that we pay men and women the same rates for roles of equal value.

By working towards Investors in Diversity (IID) accreditation, we will remain active in our commitment to do everything we can to reduce the Gender Pay Gap further and provide all colleagues with Agile Working options.





To comment on this Gender Pay Gap Report or ask questions, please:

Email: info@lincolnshirehp.com

Or

Call: 0345 604 1472

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Data Protection registration number: ZA345449

Registered Office: Westgate Park, Charlton Street, Grimsby, North East Lincolnshire, DN31 1SQ