

# Family Housing Association - Gender Pay Gap Report 2017



## Introduction

From April 2017 the UK government introduced gender pay gap reporting for all companies employing more than 250 people.

The gender pay gap shows the difference between the average hourly pay received by men and women in Family Housing across all ages, roles and levels on the reference snapshot date of 31<sup>st</sup> March 2017.

## About Family Housing

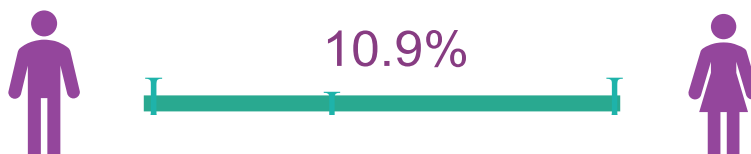
Family Housing Association (FHA) was established in 1975 and provides a wide range of housing solutions for single people, families, older people and people who need care and/or support to maintain their tenancy. FHA operate over five local authority areas in South and West Wales

The sector we work in is traditionally female dominated which is evidenced in this report. Our workforce is predominantly female (70%). The reason for this is that the social housing, care and support sectors tend to employ more female than male workers. The largest proportion of our job roles are front line care and support roles.

## FHA Gender Pay Gap

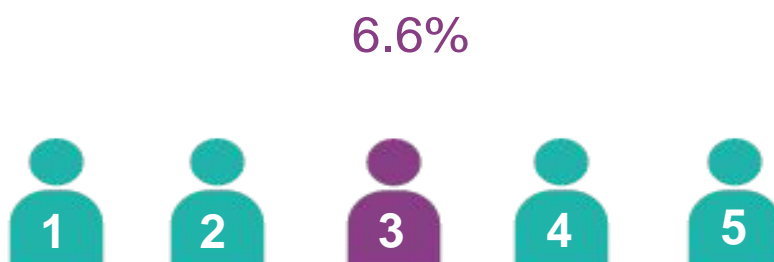
### Mean gender pay gap

The mean average is calculated by adding up all the hourly pay rates and dividing the result by the number of employees. The mean average for both men's and women's hourly pay are calculated and the difference is reported.



### Median gender pay gap

The median is calculated by listing all the hourly pay rates in numerical order. The median is the middle amount. The median for both men's and women's hourly pay is calculated and the percentage difference is reported.





## Bonuses

No employees are paid bonuses

## Pay Distribution

The percentage of men and women is calculated for each quartile as shown below:

	Pay Quartiles		
39.7%	Upper	60.3%	The distribution of men and women is shown in pay quartiles, this is simply splitting employees into four equal sized bands based on hourly pay, from highest to lowest. The percentage of men and women is calculated for each quartile. 70% of our workforce are female and 30% male.
30.2%	Upper Middle	69.8%	
30.2%	Lower Middle	69.8%	
21%	Lower	79%	

We believe that our Gender Pay Gap is caused not by inequity in our approach to pay but by the impact of low pay in social care on any organisation employing a large number of female care and support workers.

## What have we done to tackle Gender Pay?

In 2017/18 we undertook Job Evaluation for all roles within the organisation, the outcomes of Job Evaluation underpinned the development of a new pay structure. In developing a new pay structure we plan to move from pay scales to spot salaries where everyone is paid the same rate for roles of equal value, this is widely considered a fairer and less discriminatory system. It is also simple to understand and transparent.

## Supporting Statement from Chief Executive – Karen Dusgate

I confirm that Family Housing Association is committed to the principle of Gender Pay Equality and equal treatment for all employees. We have prepared our 2017 gender pay gap results in line with mandatory requirements.



Karen Dusgate