

# Gender Pay Gap Report 2017



# About this report

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 for men and women across all ages, roles and levels.**

Gender pay gap is often confused with equal pay. The two are different. Equal pay which is the right for men and women to be paid at the same rate of pay for work that is of equivalent value.

**Our gender pay gap report is split into four sections:**

- Pobl Group's gender pay gap
- Divisional and Company gender pay gap
- Causes of our gender pay gap
- What we are doing about the gender pay gap



# About Pobl Group

Pobl is a Group of companies that provides Housing, Care and Support to over 16,000 people across South Wales and the South West of England.

Our team of difference makers deliver a wide range of roles in offices, schemes and out and about in the communities we serve. The largest proportion of our job roles are front line care and support roles.

The sectors we work in are traditionally female dominated and that's evidenced in this report.

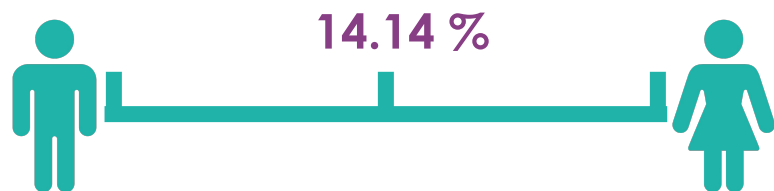
We have excellent representation of women throughout the organisation, including in management and senior management roles but we still have a gender pay gap, so this report explores the reasons for that and outlines some of the ways we are tackling it.



# Pobl Group Gender Pay Gap

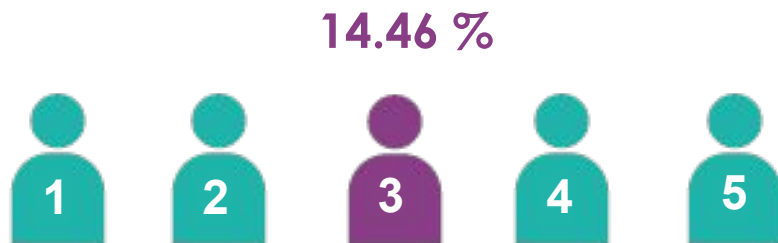
Gender pay gap is the difference between the average hourly pay received by men and women across Pobl Group on the reference snapshot date of April 5th 2017.

We're reporting two measures of our gender pay gap, the **mean** and **median** gender pay gap. The median gender pay gap removes any influence of very high and very low pay.



## 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.

# Pobl Group Gender Pay Gap: Pay Distribution



## Pay Quartiles



35.55%

Upper

64.45%

26.93%

Upper Middle

73.07%

22.98%

Lower Middle

77.02%

20.68%

Lower

79.32%

The distribution of men and women is shown in pay quartiles which are calculated by splitting the whole workforce into four equal sized bands based on hourly pay, from highest to lowest.

The percentage of men and women is calculated for each quartile.

The lower quartile figure reflects the disproportionate number of women working as care and support workers.

**27% of our workforce  
are male, 73% are  
female**



## Bonus Pay

0%  
Bonus Gap

Nobody at Pobl Group is paid a bonus so we have 0% mean and median gender bonus gap.



# Gender Pay Gap by Division

We have calculated the mean and median gender pay gap for each division of Pobl Group.

We are providing a divisional analysis of our gender pay gap as this is the most accurate representation of the pay equality in Pobl Group

Division	Mean Gender Pay Gap	Median Gender Pay Gap
Care and Support	4%	0%
Commercial	7.03%	-5.19%
Homes and Communities	8.07%	6.93%
Running the Business	-5.54%	4.92%

\* A negative (-) figure indicates that women are paid more than men



# Gender Pay Gap by Company

We have also calculated the mean and median gender pay gap for each company within Pobl Group.

Company	Mean Gender Pay Gap	Median Gender Pay Gap	# of male employees	# of female employees
Charter Housing	-4.03%	-1.75%	111	109
Derwen	21.49%	3.51%	15	29
Gofal a Cymroth	6.86%	5.76%	221	822
Pobl	-9.41%	-3.28%	120	132
Reach	5.48%	-1.15%	116	534
Solas	0.55%	-1.21%	66	147
Tai Gwalia	10.70%	0.00%	43	68

\* A negative (-) figure indicates that women are paid more than men

# What Causes our Gender Pay Gap

Pobl group is a diverse group, delivering a wide variety of services in housing, care and support.

The Pobl workforce is predominantly female (73%). The reason for this is that the social housing, care and support sectors tend to employ more female than male workers. Females are proportionately represented across the pay quartiles in Care and Support.

However, the social care and support sector in the UK typically offers low pay for front line staff, with limited scope for employers to improve pay within contracts commissioned by public authorities. Pobl supports calls for fair funding of the social sector so as to better reward care workers.

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.





# How we are tackling Gender Pay

Pobl Group is addressing any inequities which remain following the merger of Seren Group and Grwp Gwalia to form Pobl. These will be addressed in 2018, including a thorough review of all rewards, benefits and entitlements that will seek to ensure equity.

We are proactively working to encourage and support more women into roles where males are overrepresented, and to support men into roles where the reverse is true.

We want to continue to champion the value of frontline care and support workers to society and will use our gender pay reporting to initiate fresh dialogue with those influencing UK social care policy and funding.

The Pobl Group is committed to promoting equality and diversity in all of our activities and is the only Welsh Housing Association to be accredited as an Investor in Diversity. All our decisions and policies are subject to equalities impact assessments.



I confirm that POBL is committed to the principle of gender pay equality and has prepared its 2017 gender pay gap results in line with mandatory requirements.

Amanda Davies, CEO, Pobl Group