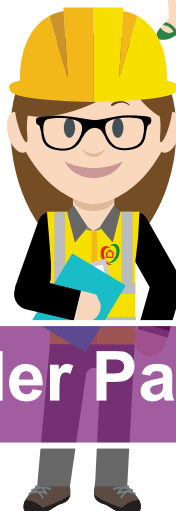
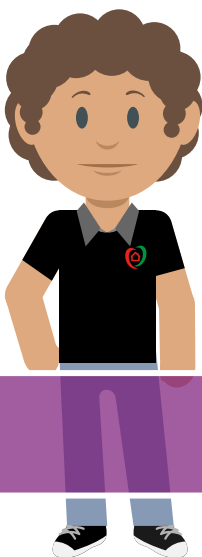
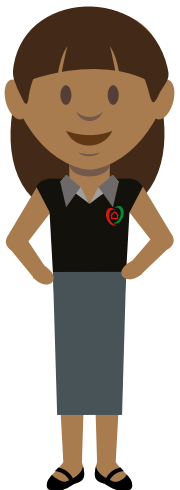




Tai Calon

Community Housing

at the heart of your community



Gender Pay Gap Report 2017

Phone: 0300 303 1717

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What is Gender Pay Gap reporting?

Gender Pay Gap reporting is a way of analysing pay and reward within our workforce. The report gives us the following pieces of information:

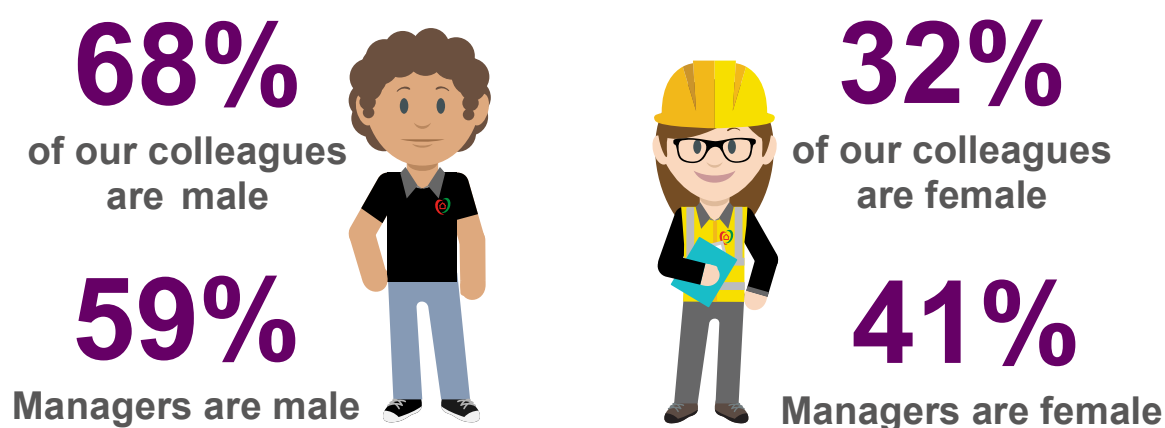
- The mean (average) difference in pay between men and women.
- The median difference in pay between men and women.
- The mean (average) difference in bonus pay between men and women.
- The median difference in bonus pay between men and women.
- The number of men and women in each pay quartile.

Pay reporting isn't new at Tai Calon. In 2015 we undertook a comprehensive fair pay review. It's good practice to regularly revisit pay and reward. Factors such as inflation, population, person demographics and statutory pay rates can fluctuate and change the complexion of pay and reward over time.

Why are we doing it?

Gender pay gap publication is now a legal requirement for any organisation with more than 250 employees. As a progressive organisation that is seeking to promote its equality and diversity agenda, publishing our gender pay gap demonstrates a commitment towards taking this issue seriously. As a community mutual business, we also recognise the need for honesty and transparency for our tenants and stakeholders.

Here at Tai Calon Community Housing*



*at time of reporting – 31.03.2017

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Hourly Rates Of Pay

By law, we are required to publish data regarding our mean and median gender pay gap information. The mean is our average pay. This is calculated by adding up all our salaries and dividing by the number of colleagues. The median is the middle value in our pay. This value is calculated by organising all of our salaries in order and picking the middle number.

Our **mean** gender pay gap is

9.5%

185

colleagues

£13.73

hourly rate



87

colleagues

£12.46

hourly rate

Our **median** gender pay gap is

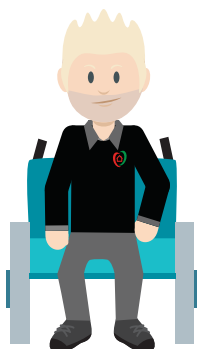
17.4

185

colleagues

£12.80

hourly rate



87

colleagues

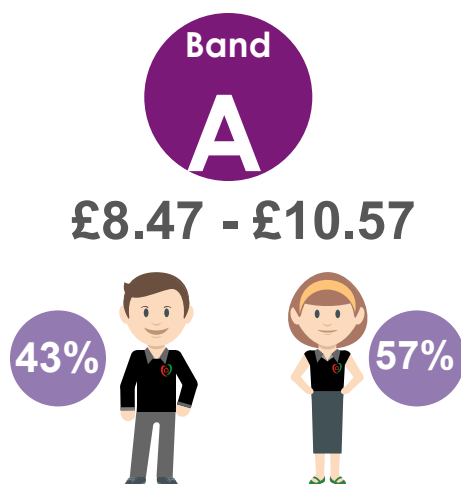
£10.57

hourly rate

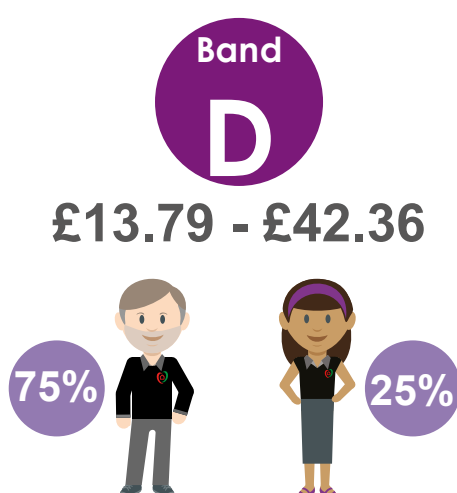
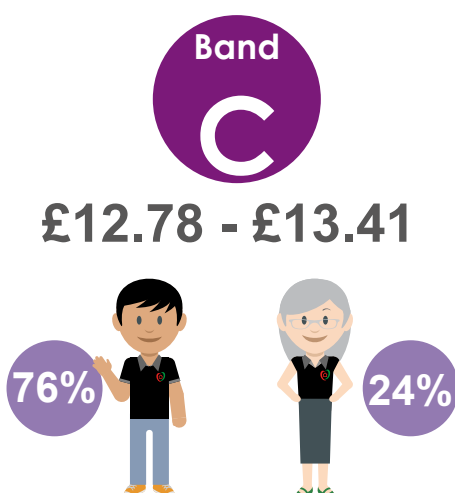
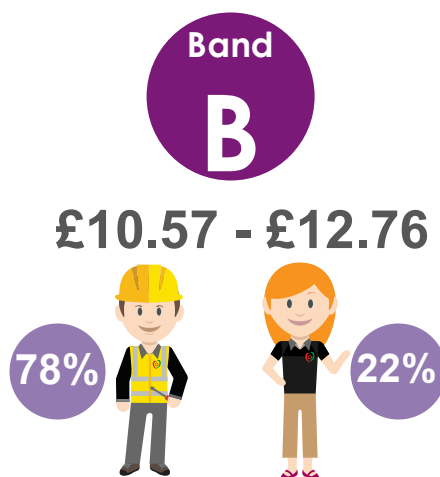
Pay Bands

Below is the summary split of where men and women sit in terms of the **quartile pay bands**. We listed the salary of every colleague in order and split the list into four equal parts to give us our quartiles **A**, **B**, **C** and **D**.

A = lowest 1/4 of pay per hour



D = highest 1/4 pay per hour



More about Tai Calon Community Housing and our Gender Pay Gap

Tai Calon Community Housing is committed to fairness and equality across all our services. This includes the way in which we recruit and treat our employees. We want to employ the most talented and suitable people for the jobs we advertise, regardless of gender or any other protected characteristic.

There are many factors that can impact upon the gender pay gap within any business. At Tai Calon, over a third of our workforce are based in repairs, maintenance and trade roles, many of which are highly skilled. These jobs have traditionally been more likely to be filled by men however we encourage applications from all backgrounds for vacancies.

When Tai Calon was created employees transferred from the local council into the organisation, 25% of these staff were female. Since transfer, we are pleased that this has increased to over 30%.

Also over 40% of managers at Tai Calon are female. In this respect we are proud to support a more diverse perspective in leadership positions at Tai Calon.

We know we can do more to support equality and diversity in the workplace. We have, and will continue, to develop our policies and procedures in a way that encourages inclusion. It is our goal to create a fair and diverse work environment, where people from all backgrounds have a chance to succeed.

