

Gender Pay Gap Report 2018 (Voluntary) Equality Act 2010 (Gender Pay Gap Information Regulations) 2017

Hastoe's Gender Pay Gap compares favourably with the national averages produced by the Office for National Statistics (ONS).

	Hastoe April 2018	ONS April 2017
Mean* Gender Pay Gap	4.4%	17.4%
Median** Gender Pay Gap	11.5%	18.4%

Hastoe's Pay Gap is also lower than the smallest mean pay gaps reported in the sector by Clarion Housing Group (5%), Sovereign Housing Association (5.2%), The Guinness Partnership and Together Housing Group (both 6.4%) (*Inside Housing, 9 April 2018*).

The table above shows our overall mean and median gender pay gap based on hourly rates of pay. Hourly rates of pay include allowances such as area weightings and car allowances. These statistics are accurate on the snapshot of 5 April 2018 and include both full and part time employees. The ONS comparator figures are from April 2017.

**Mean: the average pay rate for a woman and the average pay rate for a man*

***Median: a comparison of the 'middle' pay rate for a woman if all pay amounts were sorted from low to high, and the 'middle' pay rate for a man. The median is affected less by a small number of very high or very low numbers than the mean*

The Gender Pay Gap shows the difference between the earnings of all women compared to those of all men employed by Hastoe. This is different from the legal right to equal pay, which is the right for women and men to be paid the same when doing the same, or equivalent, work.

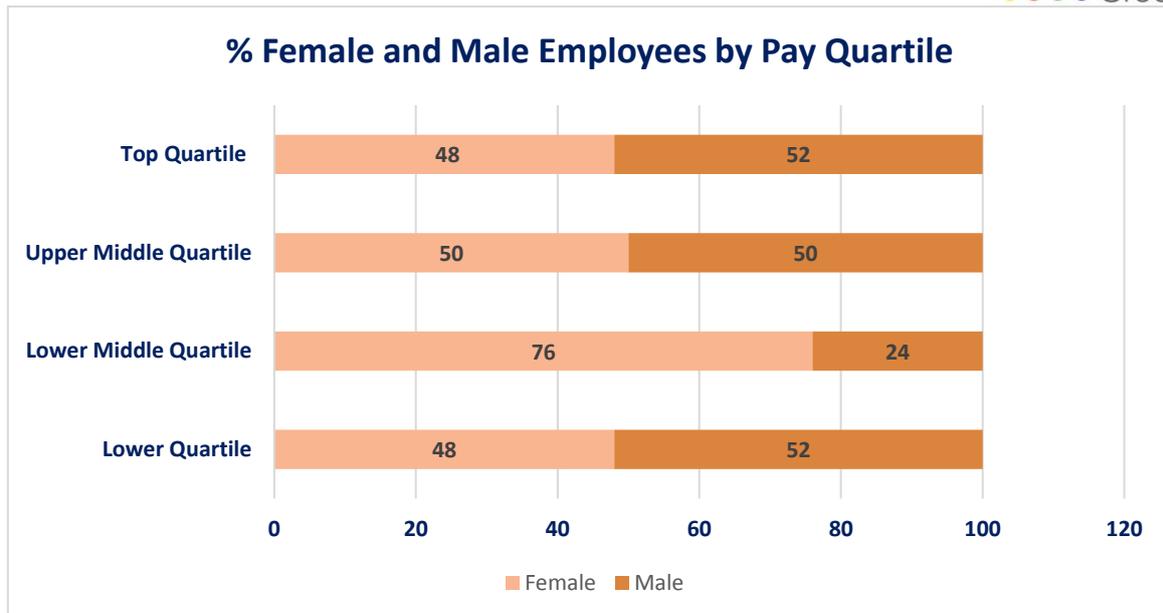
Difference between Women and Men			
Gender Pay Gap	% Difference	Female Hourly Rate	Male Hourly Rate
Mean*	4.4%	£19.95	£20.88
Median**	11.5%	£16.96	£19.16

There were no bonuses relevant to the snapshot period.

Gender Distribution

On 5 April 2018, Hastoe's relevant workforce for this report was made up of 56% women and 44% men.

The chart below shows the gender distribution across the organisation in four equally sized pay clusters. The clusters – or quartiles – show the proportion of women and men in each pay quartile.



In the top two pay quartiles, there are almost equal numbers of women and men in senior roles.

The picture is similar for the lower quartile. Hastoe's minimum pay rate is in line with the Living Wage Foundation and so pays at a comparatively higher rate than is paid nationally. Women in this quartile largely provide corporate support services, whereas around 40% of the male occupants provide estate services.

The median pay gap is significantly higher than the mean (average) pay gap because of the large cluster of women in the lower middle quartile. This concentration has the effect of reducing the value of the median, or middle point, which increases the pay gap when compared with men. A contributing factor to the gap in pay is as a result of a lack of gender mix in certain jobs.

Next Steps

Three of the four quartiles have a fairly even distribution of women and men. The lower middle quartile attracts more women than men. It is also the quartile with the highest number of women with ten years' service or more, meaning turnover in these jobs is lower than in the other three quartiles. Based on these facts, further action is not considered necessary.

In 2018 we are due to have our next triennial review where we benchmark pay and benefits across the organisation. This year, we will also commission work to review our reward policy and structure to ensure that it remains free of gender bias. We will also aim to provide visible career progression paths for all jobs

And we will, of course, continue to monitor the Gender Pay Gap.