

# GENDER PAY GAP REPORTING 2023



## What is Gender Pay Gap reporting?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 came into force on 1 October 2016 requiring all employers who employ 250 or more employees to publish, on their website, their overall mean and median gender pay gaps.

This report summarises the data for all eligible permanent or fixed term employees of First Choice Homes Oldham (FCHO).

## Understanding the data

We are required to publish;

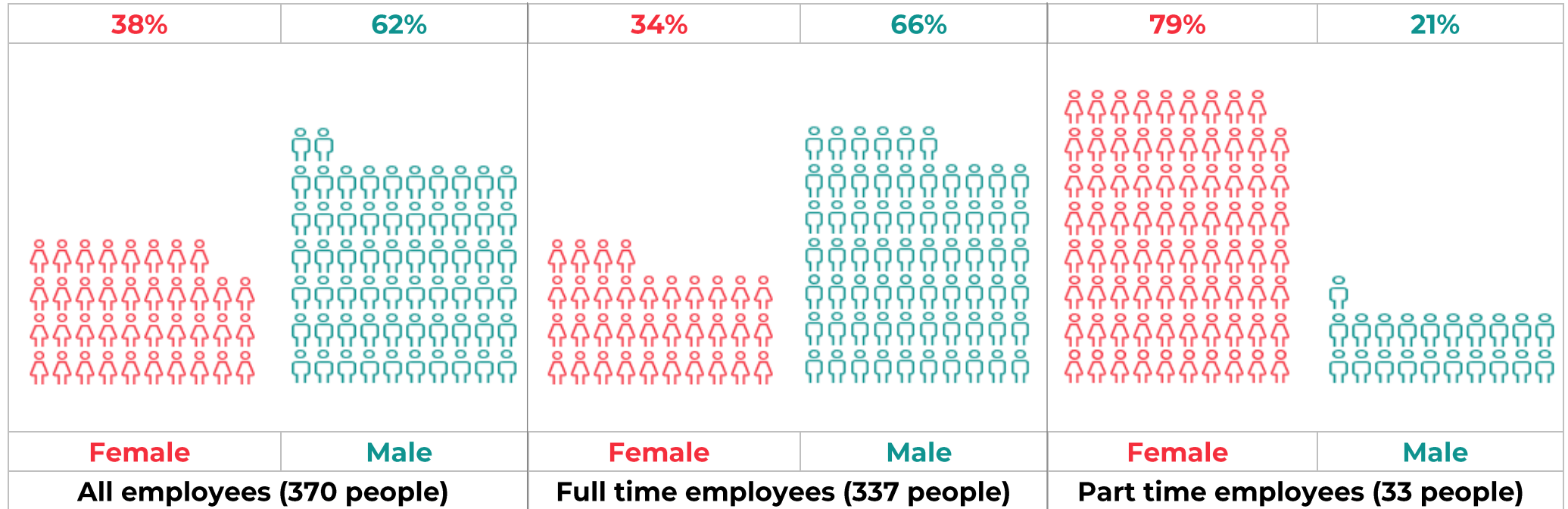
- the difference in the median hourly pay of men and women, expressed as a percentage;
- the difference in the mean hourly pay of men and women, expressed as a percentage;
- the difference in mean hourly bonus pay, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the percentage of men and women in each of four quartile pay bands.

The **median** is the **middle value** and is calculated by organising all the hourly rates of pay in order and selecting the middle number.

The **mean** is our **average pay** and is calculated by adding up all our hourly rates of pay and dividing by the number of colleagues.

## At First Choice Homes Oldham: Number of employees

On 5 April 2023, FCHO had 370 permanent or fixed term employees; 9% of these employees (33 people) worked part-time (less than 37hrs per week).



## FCHO Gender Pay Gap: hourly pay

The table below shows the mean and median gender pay gap, for all FCHO employees, just full-time employees, and just part-time employees.

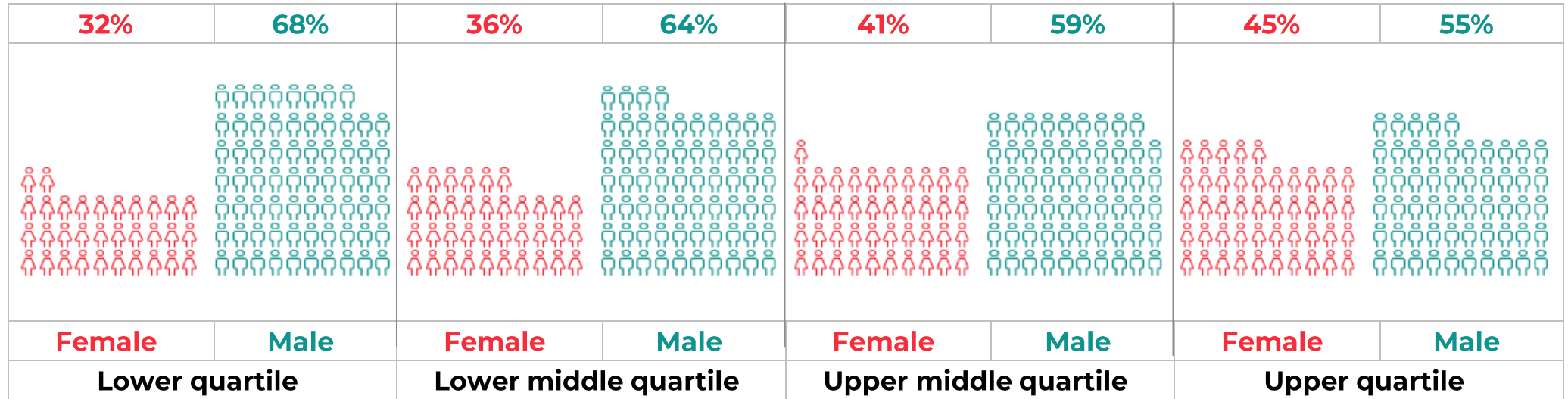
Based on <b>median</b> pay, <b>females</b> earn £0.27 <u>more</u> per hour than <b>males</b> , giving a gender pay gap of -1.6%		Based on <b>median</b> pay, <b>females</b> working full-time earn £0.27 <u>more</u> per hour than <b>males</b> working full time, giving a gender pay gap of -1.6%		Based on <b>median</b> pay, <b>females</b> working part-time earn £3.41 <u>more</u> per hour than <b>males</b> working part-time, giving a gender pay gap of -20.9%	
Based on <b>mean</b> pay, <b>females</b> earn £0.67 <u>more</u> per hour than <b>males</b> , giving a gender pay gap of -3.7%		Based on <b>mean</b> pay, <b>females</b> working full-time earn £1.33 <u>more</u> per hour than <b>males</b> working full-time, giving a gender pay gap of -6.8%		Based on <b>mean</b> pay, <b>females</b> working part-time earn £0.82 <u>more</u> per hour than <b>males</b> working part-time, giving a gender pay gap of -5.4%	
<b>Median pay = £16.74 p/hr</b>	<b>Median pay = £16.47 p/hr</b>	<b>Median pay = £16.74 p/hr</b>	<b>Median pay = £16.47 p/hr</b>	<b>Median pay = £16.32 p/hr</b>	<b>Median pay = £12.91 p/hr</b>
<b>Mean pay = £18.70 p/hr</b>	<b>Mean pay = £18.03 p/hr</b>	<b>Mean pay = £19.47 p/hr</b>	<b>Mean pay = £18.14 p/hr</b>	<b>Mean pay = £15.30 p/hr</b>	<b>Mean pay = £14.48 p/hr</b>
<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>
<b>All employees (370 people)</b>		<b>Full time employees (337 people)</b>		<b>Part time employees (33 people)</b>	

## FCHO Gender Pay Gap: bonus pay

No bonuses were paid to male or female employees, and therefore no gap exists.

## FCHO Gender Pay Quartiles

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 also requires FCHO to split pay into four quartiles, and then report how many males and females fall within those quartile bands.



## Summary of findings

- FCHO have fewer female (38%) than male staff (62%) overall.
- On average, female FCHO staff earn more than male staff. This is true whether you consider the median hourly pay of staff (-1.6% gender pay gap) or the mean hourly pay of staff (-3.7% gender pay gap).
- Recent gender pay gap benchmarking from the Office of National Statistics (ONS) <sup>1</sup> indicates that this is unusual; in April 2023 the average gender pay gap based on median pay was 14.3%, with male staff earning more than female staff.
- FCHO's gender pay gap has favoured female employees for the past four reporting periods (2020: -4% based on median pay, 2021: -2.6%, 2022: -1.7%, and 2023: -1.6%). As the figures show, over time this gender pay gap is closing, bringing male and female employees pay closer to parity.
- Part-time staff at FCHO are significantly more likely to be female (79%) than male (21%).
- For part-time staff, FCHO's gender pay gap increases, to -20.9% if you look at median pay (with females still earning more than males), or -5.4% if you look at mean pay.
- While a gender pay gap in favour of females is common in part-time employees, FCHO's gender pay gap significantly outweighs ONS benchmarking, where the gap was -3.3%.
- When FCHO hourly pay is split into quartiles, there are more male employees than female employees in all four quartiles. However, the gender split decreases as you go up through the quartiles, with females making up 32% of the lowest quartile (earning under £13.29 per hour), to females making up 45% of the highest quartile (earning over £19.02 per hour).

<sup>1</sup> [The gender pay gap - House of Commons Library \(parliament.uk\)](https://www.parliament.uk/library/research-and-briefings/2023/04/2023-04-13-gender-pay-gap/)

## **FCHO's approach and commitment**

As an organisation, FCHO take equality, diversity, and inclusion seriously with a clear strategy in place to embrace the value of our differences, creating a culture of inclusion and ensuring fairness for all our people. We will continue to create an environment that provides equal opportunities to all colleagues to ensure irrespective of gender all reach their potential.

We will:

- Continue to monitor gender pay on a regular basis for First Choice Homes Oldham.
- Continue to ensure equal access to external recruitment and internal moves.