



Gender Pay Gap Report

2019

Introduction

As First Choice Homes Oldham employs more than 250 members of staff, it is legally required to publish details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings.

Data

Median average hourly pay gap

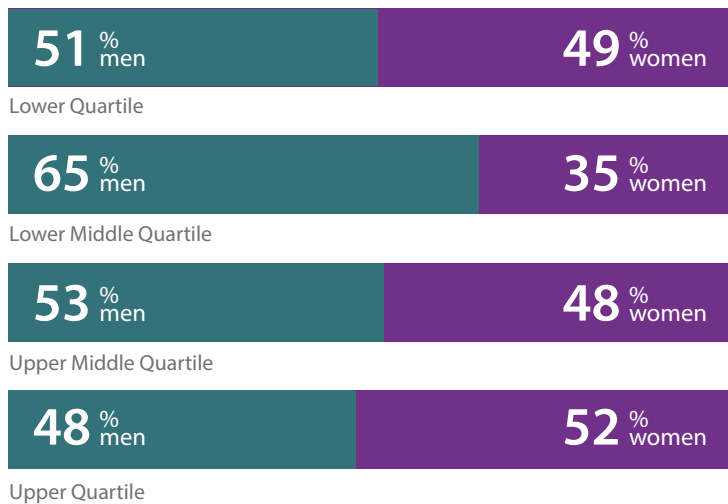
Male hourly rate	Female hourly rate	Median gap
£13.57	£13.84	-1.99%

Mean average hourly pay gap

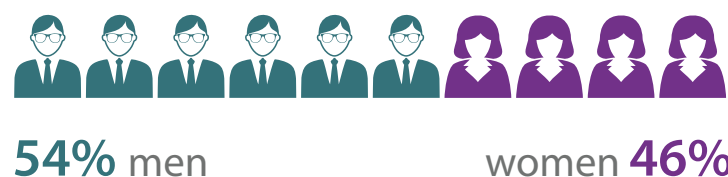
Male hourly rate	Female hourly rate	Mean gap
£14.78	£14.93	-1.01%

Pay Quartiles

Proportion of males and females in each quartile band:



Our workforce



Understanding the data

Our data shows a median gender pay gap of -1.99% and a mean gender pay gap of -1.01%. Both show a small gap in favour of females.

In 2019, the UK's gender pay gap for all employees (part-time and full-time combined) was 17.3%. This is the official figure used by the Office for National Statistics (ONS).

On 5th April 2019 there were 407 colleagues in permanent or fixed term contracts with an overall gender split of 54% male and 46% female in the workforce.

Seven per cent of our colleagues work part time and of these colleagues 3% are male and 31% are female.

First Choice Homes Oldham does not give any colleagues a bonus payment.

Summary/Action Plan

We're bucking the national trend and have seen our previous gender pay gaps, that was initially in favour of men, level out and this year now move to slightly favour our female employees.

We are pleased that there is almost no gender pay gap which is down to increased female representations among our senior staff. We're breaking the mould as 75% of our top team are female.

We are committed to ensuring all our staff are rewarded for their work, regardless of their gender and we will continue to offer all our staff a range of flexible working options to support them in managing their work/life balance. This includes supporting staff back into work following maternity leave or a career break.

We are really pleased with our progress around equal pay but there is still a lot more we could do to promote diversity and encourage more females into the construction, development and housing sectors which will be our focus this year.

Written statement

These calculations are in accordance with the requirements, are accurate and will along with being published on the First Choice Homes Oldham website, will also be published on the Government's website, <https://www.gov.uk/report-gender-pay-gap-data> by 5 April 2019.

Signed:



Chloe Christian
Executive Director, Corporate Services

Date: 22nd March 2020