

# GENDER PAY GAP REPORTING 2024



## WHAT IS GENDER PAY GAP REPORTING?

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

All eligible permanent or fixed term employees of First Choice Homes Oldham (FCHO) are included as of 5 April 2024.

## UNDERSTANDING THE DATA

### Mean

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

### Median

The **median** shows the **middle value** within a specific group and is calculated by organising all the hourly rates of pay in order, then selecting the middle number.

### Pay Quartile Breakdown

For pay quartiles, we have listed the salary of every colleague in order and then split the list into four equal parts.

### Pay Gap (Gender)

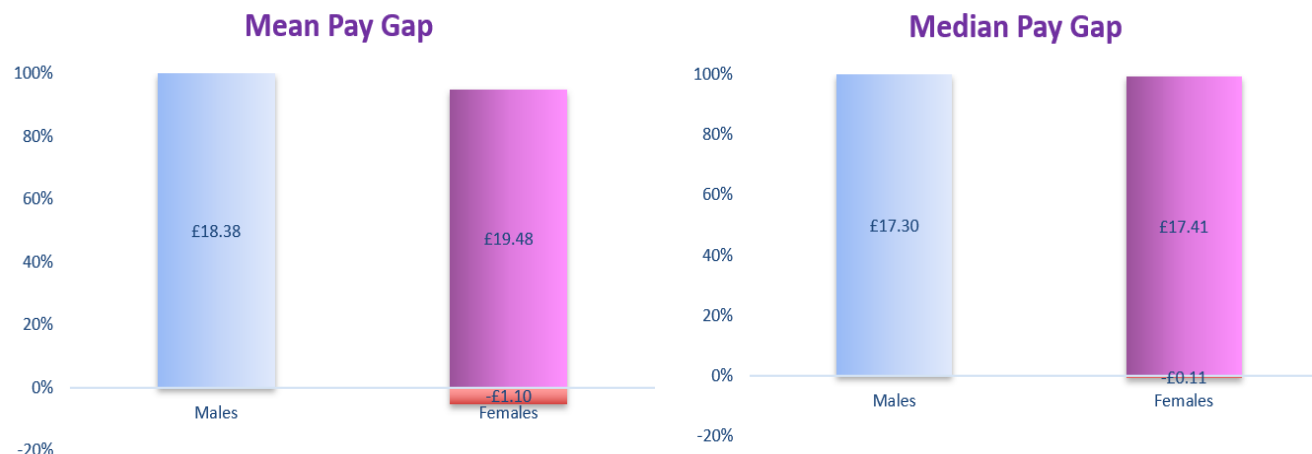
The pay gap is the difference between pay expressed by gender and reported as a percentage. A positive measure indicates the extent to which women earn, on average less per hour than their male counterparts. A negative measure indicates the extent to which women earn, on average, more per hour than their male counterparts.

# GENDER

Our Gender Pay Gap is negative, with female colleagues on average earning a higher hourly rate than male colleagues.

Our **median** gap has shifted from **-1.6%** in 2023 to **-0.6%** in 2024, continuing to favour females. A difference of 11p per hour for 2024.

The **mean gap** shifted from **-3.7%** in 2023 to **-6%** in 2024 continuing to favour females. A difference of £1.10 per hour for 2024.



## Understanding the data

Employees  
**363**

Mean Pay Gap  
**- 6%**

Gender Split

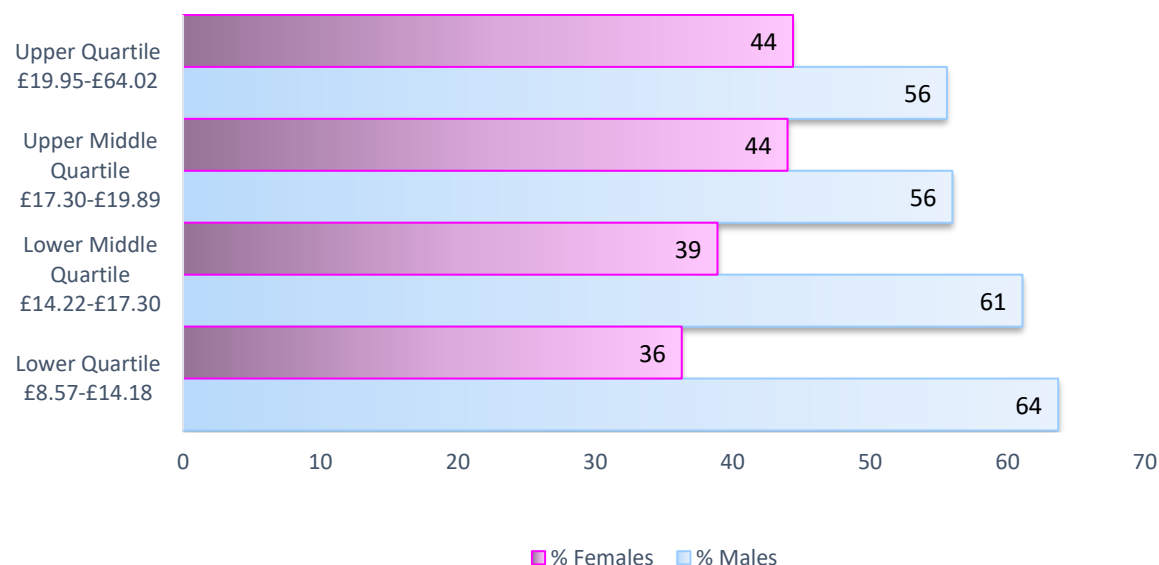
Male **214**

Female **149**

Median Pay Gap  
**- 0.6%**

FCHO made no bonus payments to colleagues during this period.

## Pay Quartiles - Per hour



# SUMMARY OF FINDINGS

- FCHO have fewer female (41%) than male colleagues (59%) overall. 327 colleagues are full time, 36 part time, with 81% of part time colleagues being female.
- Currently, female colleagues earn more than male colleagues. This is true when you consider both the median (-0.6%) and the mean (-6%) hourly pay of colleagues. Comparing 2024 to 2023, changes at Leadership level, which has included a higher percentage of females compared to the average for the organisation, creating a shift in the **median** and in particular the **mean**.
- Recent gender pay gap benchmarking from the Office of National Statistics (ONS)<sup>1</sup> indicates in April 2024 the gender pay gap based on median pay was 13.1%, with male staff earning more than female staff.
- Comparing the **median**, the five previous reporting periods have favoured females within FCHO – as follows:  
2020: -4%, 2021: -2.6%, 2022: -1.7%, 2023: -1.6% and 2024 -0.6%. As the figures show, over time this gender pay gap is closing, bringing female and male colleagues pay closer to parity.
- When hourly pay is split into four quartiles, there are more male colleagues than female in all four quartiles. The gender split decreases for females on the two lower quartiles, with 36% of females in the lowest quartile (earning under £14.18 per hour) Whereas in the highest quartile, 44% are female (earning over £19.95 per hour).
- Our Apprentice colleagues fall within the lower quartile and 90% of these are male.

---

<sup>1</sup> [The gender pay gap - House of Commons Library \(parliament.uk\)](https://www.parliament.uk/library/research-and-briefings/research/employment-and-work/employment-and-work-research-briefings/2024/the-gender-pay-gap/)

## FCHO 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