

# Gender Pay Gap



## Report 2019

**Aldwyck is committed to equality of opportunity for all. We recognise the value of diversity within our organisation and the contribution a diverse workforce makes to understanding and meeting the needs of our customers, and enhancing our services.**

Aldwyck is committed to embedding diversity in everything we do and taking positive action to embrace and promote diversity and the importance of supporting an inclusive culture.

This is the third time we have reported on our gender pay gap and we are pleased to note that our continued commitment to fairness has seen our mean gender pay gap continue to fall, from 26% in 2017 to 16% now. You can view last year's report on our website.



**What is the Gender Pay Gap?**

**What is Gender Pay Gap reporting?**

**Our Gender Pay Gap Data**

**Next steps**

## What is the Gender Pay Gap?

The Gender Pay Gap shows the difference between the average hourly pay and bonus for men and women across all roles within an organisation.

.....

## What is Gender Pay Gap reporting?

All companies in the UK with more than 250 employees are required to report their gender pay gap to the Government Equalities Office (GEO).

All the data is taken from the snapshot date of 5 April 2019. The gender pay gap figures have been calculated using the formulae that are set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

All bonus data was taken from the 12 months leading up to and including the snapshot date of 5 April 2019. Companies are also required to publish details of the proportion of men and women who receive bonuses and an analysis of men and women in different pay quartiles.



## This report sets out the four types of figures Aldwyck reports on:

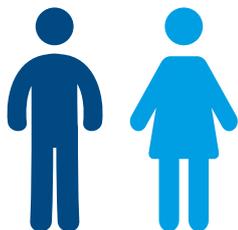
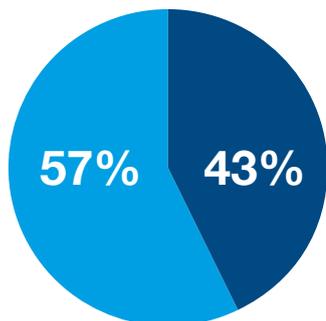
- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure.

## This report also sets out our calculations:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

## Our Gender Pay Gap Data:

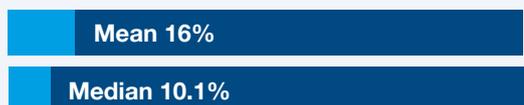
Our gender pay gap is calculated using payroll data for relevant employees.



At the time of reporting Aldwyck had **474** relevant employees with a gender split of **43% male** and **57% female**

### Gender pay gap

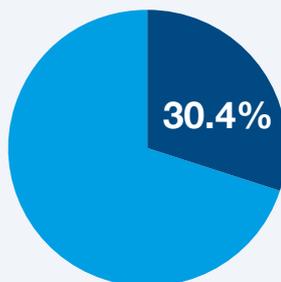
(Based on full-pay relevant employees)



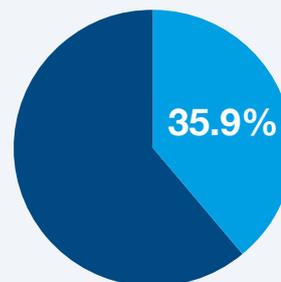
### Gender bonus gap



### Proportion of men receiving bonuses



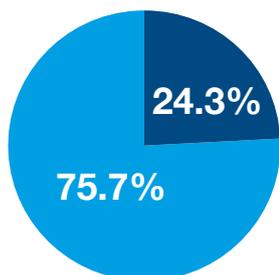
### Proportion of women receiving bonuses



## Proportion of men and women in each quartile of the pay structure

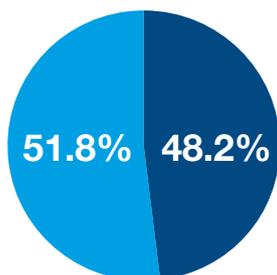
### LQ

Men: 24.3%  
Women: 75.7%



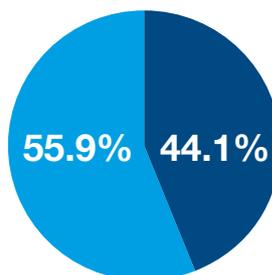
### LM

Men: 48.2%  
Women: 51.8%



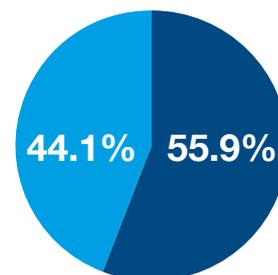
### UM

Men: 44.1%  
Women: 55.9%



### UQ

Men: 55.9%  
Women: 44.1%



# Next steps

**Our results are moving in a positive direction, from a gender pay gap of 26% in 2017 to 16% in 2019. This reflects our commitment to equality for all colleagues.**

Our amendment to our pay award and corporate bonus structure has contributed to the closing of the gap, as well as an increase in female representation within the Upper Middle and Upper Quartile groups.

There is still some work to do with our Upper Quartile band and this will be a key focus area within the new organisation.

We will continue to promote learning opportunities to women, including encouraging women to develop networks, and will continue to work on the main barriers that women face in the workplace, such as career progression following caring for children or, increasingly, for elderly parents and relatives.

We will continue to operate and develop recruitment, promotion and pay policies that are based on our principles of fairness, equality and transparency.

Aldwyck is committed to paying colleagues equally for the same or equivalent work regardless of sex, age, race, religion or belief, marriage or civil partnership, pregnancy or maternity, sexual orientation, gender reassignment or disability.

If you would like to get involved in Equality, Diversity and Inclusion at Aldwyck, or have any comments on this report, please get in touch.

 **0300 500 6262**

 **diverse@aldwyck.co.uk**

If you'd like to receive this information in another language, or in another format such as audio tape/CD, large print or Braille, please contact.

 **0300 500 6262**

 **communications@aldwyck.co.uk**

## Aldwyck Housing Group

6 Houghton Hall Business Park, Porz Avenue  
Houghton Regis, Bedfordshire, LU5 5UZ

**0300 500 6262**

**info@aldwyck.co.uk**

**www.aldwyck.co.uk**

 aldwyckofficial

 aldwyckcommunity

 aldwyck-housing-group

