

## **Swan Housing Association:** **Gender Pay Gap: Supporting Statement**

We believe that reporting on the gender pay gap is crucial in helping us tackle gender balance in the workplace.

The legislation on gender pay requires us to report this information and involves us carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data.

The analysis of our data reveals that we have seen a significant improvement in our gender pay gap and we believe this is due to women being promoted to Manager or Heads of Service roles. We've worked hard over the past 4 years to reduce the pay gap between our male and female colleagues, and we are now starting to see the benefits of this. We do still have a higher proportion of women working in part-time roles which falls within the lower quartile of pay, however this is consistent within most organisations which gives women the opportunity to balance work with outside responsibilities. We have women in senior roles that work flexibly, which is part of our commitment to support women at Swan so they can progress within their career regardless of the role they do.

Group bonuses were not paid out in 2021 so there is no data on the bonus gap.

Swan is committed to delivering excellent and efficient services and holds 'Investors in People Gold' status. Our obligations to report on our gender pay gap gives us the opportunity to reflect on how to make the best use of a key resource and to attract and promote more women into areas that are more traditionally male-dominated.

Our policies lay the foundations for a truly inclusive organisation. Our recruitment and talent policies are based on equality of opportunity. Our recruiting processes are non-discriminatory, and all our job specifications and policies are written in gender neutral language. We have continued to embrace agile working and enhanced both formal and informal ways of working flexibly.

Our Inspiring Swans network (which helps to support gender equality) and our internal menopause group continues to be well received and well represented.

We shall continue to focus our attention on supporting women to progress within our organisation and managing better our internal talent pipeline. Our aim at Swan is for everyone to have the opportunity to realise their full potential.

## At a glance

The tables below show our overall median and mean gender pay and bonus gaps based on hourly rates of pay as at the snapshot date of 5 April 2022 (excluding bonuses as they were not paid in the year to 5 April 2022). The mean pay gap is the difference between average hourly earnings of male employees and female employees. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of male employees and female employees.

	Median	Mean
Gender pay gap	<b>5%</b>	<b>21%</b>
Gender bonus pay gap	<b>0%</b>	<b>0%</b>

Who Received Bonus Pay	Male employees	Female employees
	0%	0%

The percentage of male employees and female employees in each pay quarter	Male	Female
Lower hourly pay quarter	<b>38%</b>	<b>62%</b>
Lower middle hourly pay quarter	<b>32%</b>	<b>68%</b>
Upper middle hourly pay quarter	<b>25%</b>	<b>75%</b>
Upper hourly pay quarter (highest paid)	<b>51%</b>	<b>49%</b>

We confirm that Swan Housing Association's gender pay gap calculations are accurate at time of print and meet the requirements of the regulations.

### What does our data tell us?

Our median gender pay gap is 5% which means that the median hourly pay of male employees is 5% higher than the median hourly pay of female employees.

Our mean gender pay gap is 21% which means that the mean hourly pay of male employees is 21% higher than the mean hourly pay of female employees.

Our gender pay gap as at April 2022 reveals that in comparison to last year, we have seen a significant improvement in our gender pay gap and we will continue to drive positive change by continuing with our commitment to inclusion.