

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 employee's data.

The analysis of our gender gap figures reveals that our gender pay gap as at April 2020 arises because women hold fewer senior roles than men. Similarly, our bonus gap is driven by fewer women in senior roles as bonuses are a percentage of salary. We also have a higher proportion of women working in part-time roles, which generally fall within the lower quartile of pay.

Swan has been ranked in the Top 100 not-for-profit companies to work for, for the last 5 years and holds Investors in People Gold status. We are committed to growth and innovation in delivering excellent services. 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 corporate strategy and policies lay the foundations for a truly inclusive organisation. Our recruitment and selection and talent and development 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.

Furthermore, the coronavirus pandemic has given us the opportunity to speed up our strategic objectives to digitise our processes and really embrace agile working. This means that we have further enhanced both formal and informal ways of working flexibly. It is still very much the societal norm that women are the main care givers so to support these employees, Swan introduced a variety of wellbeing initiatives in 2020 such as Wellbeing Wednesdays and provided additional paid parental leave.

We shall continue to focus our attention on increasing the number of women in senior roles within our organisation and managing better our 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 gap based on hourly rates of pay as at the snapshot date of 5 April 2020 and bonuses paid in the year to 5 April 2020. The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.

	MEDIAN	MEAN
Gender pay gap	9%	37%
Gender bonus gap	27%	60%

Proportion of employees receiving a bonus	MALE	FEMALE
	74%	75%

Proportion of males and females in each quartile band	MALE	FEMALE
Quartile		
Lower	17%	83%
Lower middle	43%	57%
Upper middle	31%	69%
Upper	57%	43%

We confirm that Swan Housing Association's gender pay gap calculations are accurate and meet the requirements of the regulations. *All information correct at time of publication.