



Sovereign
Network
Group

Formerly

SOVEREIGN



Gender and ethnicity pay gap report

April 2023

Foreword from Sally Hyndman

Chief People and Transformation Officer

At Sovereign, we believe everyone deserves equal opportunity, and achieving equality, diversity and inclusion (EDI) across our organisation is critical to our success and ability to deliver for our customers.

We consistently strive to improve our working environment to enable a strong culture of equity and inclusion to drive change and to make a difference in the lives of our colleagues and customers. The continued strong focus on our EDI goals is proven in this year's figures, which I am pleased to see as we move into our next phase as an organisation.

In October 2023 we merged with Network Homes to form Sovereign Network Group (SNG). This year's report is based on data pre-merger in the period from April 2022 to April 2023 and therefore only relates to Sovereign. We will begin reporting under the SNG brand in 2026.

It is an exciting time for growth and opportunity, and we look forward to working with our new colleagues and customers to improve our progress in EDI. I am proud of the headway we have made on this journey so far and will continue to make well into the future.

About Sovereign

Sovereign is one of the largest housing associations, providing homes across the south of England.

We employ over 2,400 colleagues, each bringing their unique and varied experience, knowledge and skills that help us to provide our customers with a good, affordable home.

Building a diverse, gender-balanced and fairly paid workforce is essential to Sovereign. By doing this, we can better understand and meet the needs of the customers we serve in our wide reach.



Sally Hyndman,
Chief People and
Transformation Officer



Our gender pay gap

We have been working hard to address our gender pay gap and this is reflected in this year's figures.

At the time of the data for this report, 56% of our workforce identified as male and 44% identified as female.

In April 2023, our mean gender pay gap dropped to 3.9% from 5.8% in 2022 and the median also dropped to 3.7% from 5.4% in 2022. Our figures continue to be significantly lower than the UK average of 13.2% for mean and 14.3% for median, as reported by the Office of National Statistics (ONS).

The drop in both is partly attributable to the increase in women in senior roles across the organisation in the upper pay quartile, and an increase in men in lower quartile and lower middle quartile roles.

Our gender bonus pay gap

There has also been a notable decrease in our gender bonus pay gap figures this year, with the mean dropping to 10% from 19.5% in 2022 and the median dropping to -2.4% from 1.3% in 2022. The negative figure indicates that the median of female colleagues had a higher bonus than males.

There was no corporate bonus in the 2022-23 period, instead a flat rate recognition payment was given to all eligible employees and this has resulted in the reduction of the gap in this report.



Our gender pay gap

The difference in **pay** between men and women.

Year to	Mean (average)	Median (middle)
5 April 2023	3.9%	3.7%
5 April 2022	5.8%	5.4%
5 April 2021	5.0%	3.5%
National gender pay gap (ONS figures)	13.2%	14.3%

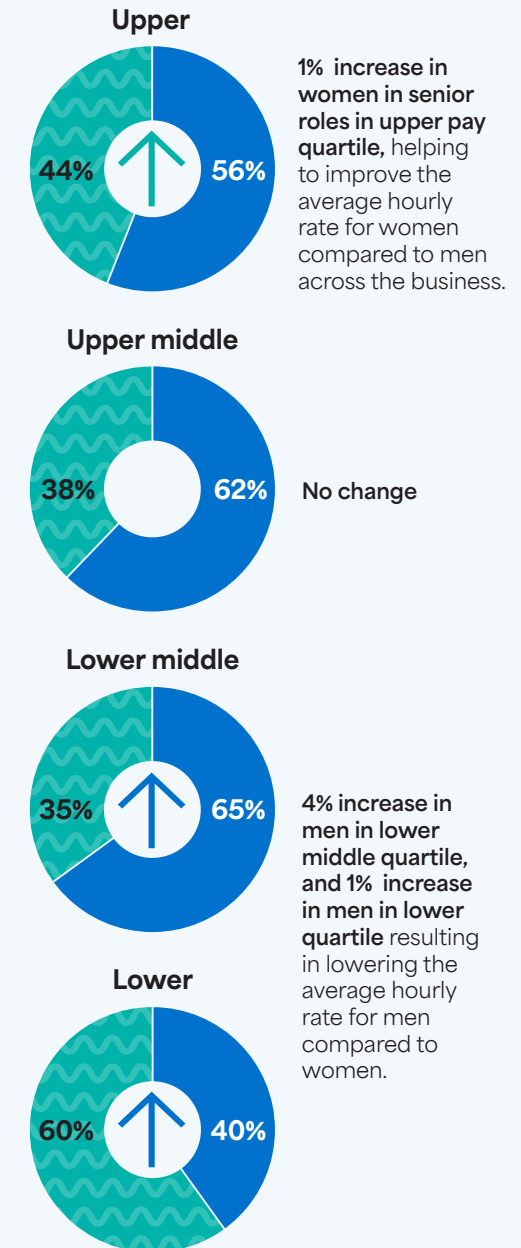
Our gender bonus pay gap

The difference in **bonus** between men and women.

A negative percentage figure means that women have a higher bonus than men.

Year to	Mean (average)	Median (middle)
5 April 2023	10.0%	-2.4%
5 April 2022	19.5%	1.3%
5 April 2021	-23.4%	0%

Gender proportions in each pay quartile



Our ethnicity pay gap

We strive to be a leader in diversity and inclusion by ensuring we work hard to create a culture and environment that is inclusive and equitable and supports our ability to attract diverse skills and individuals regardless of gender, age, ethnicity, or any other protected characteristic.

We know that by attracting and employing a diverse workforce we create a stronger organisation. At the time of the data for this report, 93.9% of our workforce identified as white and 6.1% identified as having an ethnic minority background.

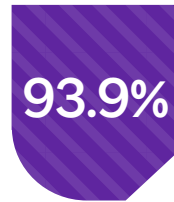
Our mean ethnicity pay gap has dropped to -2.7% from 2.6% in 2022 and the median has remained the same as the previous year, at 0.1%. The negative figure indicates that on average, ethnic and minority colleagues are paid more.

The drop in the mean is partly attributable to the increase in the representation of ethnic minority colleagues in senior roles, compared with 2022.

Our ethnicity bonus pay gap

There has also been a significant decrease in our ethnicity bonus pay gap mean, which has dropped to 8.3% from 30.8% in 2022, while the median remained the same as the previous year, at 0.0%.

There was no corporate bonus in the 2022-23 period, instead a flat rate recognition payment was given to all eligible employees and this has resulted in the reduction of the gap in this report.



of our workforce identify as **white**



of our workforce identified as being from a **minority ethnic background**

Our ethnicity pay gap

The difference in **pay** between employees identifying as white, and employees identifying from an ethnic minority background.

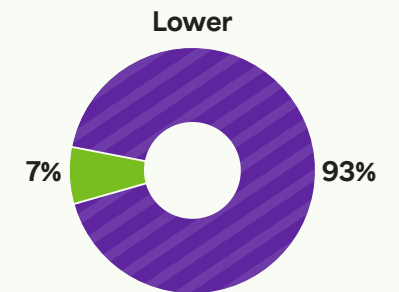
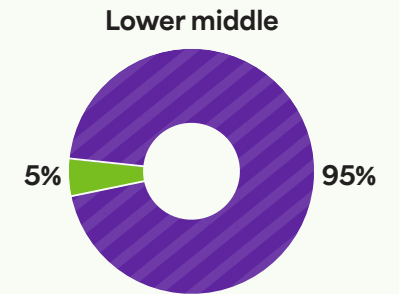
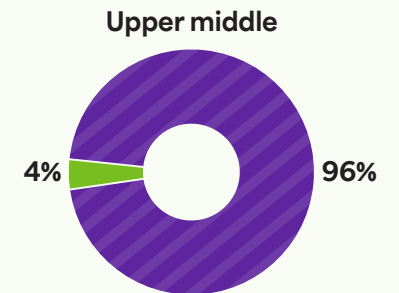
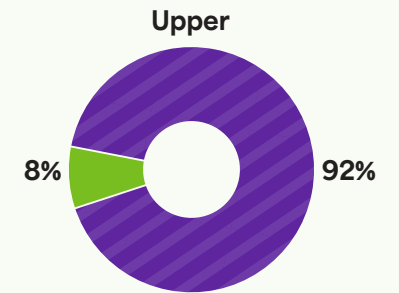
Year to	Mean (average)	Median (middle)
5 April 2023	-2.7%	0.1%
5 April 2022	2.6%	0.1%

Our ethnicity bonus pay gap

The difference in **bonus** between employees identifying as white, and employees identifying from an ethnic minority background.

Year to	Mean (average)	Median (middle)
5 April 2023	8.3%	0%
5 April 2022	30.8%	0%

Ethnicity proportions in each pay quartile



How we're addressing our pay gaps

Equality, Diversity, and Inclusion matters to us. Promoting inclusive working environments for our colleagues and valuing the diversity of our residents and communities is essential to delivering our vision.

This year's figures show that we are on track to meet our 2026 target of having an inclusive culture and a diverse workforce that understands our customers' different needs. Our EDI strategy has been a driving force behind this, which we continue to adapt innovatively.

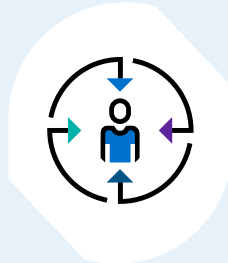
How we're creating a more inclusive workplace



We are leader-led serving as role models, champions and advocates for diversity and inclusion.



We enhance the employee and customer experience by creating inclusive and safe environments for all.



We embed equality, diversity and inclusion into our core ethos.



We support individual identity and a continual journey of learning through increased awareness and supportive culture.



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Sovereign Network Group is the trading name of Sovereign Housing Association Limited, which is charitable.

H&C-32358 Feb24inh