



Sovereign
Network
Group

Formerly



Network
Homes

Gender and ethnicity pay gap report

2023 to 2024



Who we are

SNG is one of the largest housing associations, providing 84,000 homes across the South of England.

From 6 April 2023 to 5 April 2024 the former Network Homes part of the business had a team of 553 colleagues, each contributing their valuable and diverse expertise which allow us to deliver quality, affordable homes to our customers.

We're striving to create a workforce that's diverse, gender balanced and fairly paid. By having meaningful EDI engagement, we'll have a better understanding of our customers and the communities in which we serve.

We also know this will build and enhance our teams within the organisation and make us more effective through greater collaboration, innovation and creativity.



Foreword from Sally Hyndman

Chief People and Transformation Officer

At SNG, we know that achieving equality, diversity and inclusion (EDI) across the organisation is critical to our success and ability to deliver for customers. We're actively driving change to improve our culture and environment for all our colleagues, embedding a strong equity and inclusion culture in all corners of the business.

This year's figures prove that we are continuing to head in the right direction, and as we move to the completion of our merger and become one organisation, we are in a good position to continue the positive work towards our EDI goals.

In October 2023, we began our merger journey with Sovereign to form SNG (Sovereign Network Group). This year's report covers former Network Homes only data for the period from 6 April 2023 to 5 April 2024. However, as we fully become one company from April 2025, our gender and ethnicity pay data from will be combined going forward and we will report as one company, SNG.

I am proud of the continued progress we have made on this journey so far and will continue to make well into the future.



Sally Hyndman,
Chief People and
Transformation Officer

Our gender pay gap

Our EDI 10 point plan has provided a strong foundation from which we've continued to improve.

By April 2024, our mean gender pay gap had dropped to 14.4% from 19% in 2023 and the median also dropped to 14.7% in 2024 from 19.6% in 2023. When compared to the UK average, our figures are slightly higher, with a mean of 13.8% and median of 13.1% as reported by the Office of National Statistics (ONS). However, for the third year in a row, our gender pay gap has decreased.

This is attributed to three key factors:

- Increase of 4% for those identifying as female in the upper middle and slight increase of 1% in the upper quartile.
- Increase of 3% of those identifying as female across the workforce.
- A new Executive Board structure, which saw high earning senior colleagues moving to SNG.

Our gender pay gap

The difference in pay between men and women.

Year to	Mean (average)	Median (middle)
5 April 2024	14.4%	14.7%
5 April 2023	19%	19.6%
5 April 2022	20.6%	21.2%
National gender pay gap (ONS figures)	13.8%	13.1%

Our gender bonus pay gap

In April 2024, our mean decreased to -34.5%, from 52.8% in 2023, the minus figure indicating that the bonus mean is in favour of women, and the median has increased from -9.7% in favour of women, to -26.6%.

The assimilation of bonuses and performance related pay into salaries that took place in 2021-2022 continues to be a contributing factor in the decrease of our gender bonus pay gap. Furthermore, of the bonus payments available (merit awards, long service payments and recruitment referrals) women were the highest recipients, with many receiving long service and recruitment referral payments.

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.

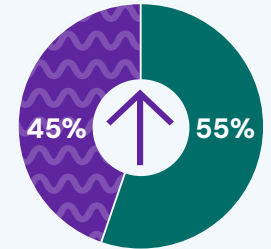
Year to	Mean (average)	Median (middle)
5 April 2024	-34.5%	-26.6%
5 April 2023	52.8%	-9.7%
5 April 2022	33.4%	0%

61% of our workforce identified as **female**

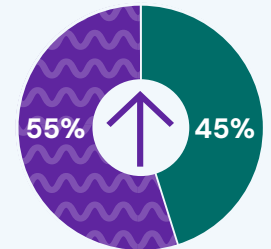
39% of our workforce identified as **male**

Gender proportions in each pay quartile

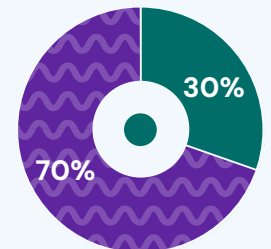
Upper



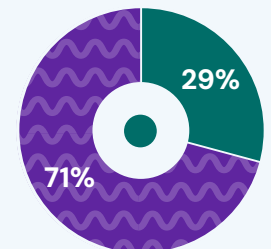
Upper middle



Lower middle



Lower



Our ethnicity pay gap

Former Network Homes continues to have a diverse workforce. In April 2024, 48% of our workforce identified as white and 52% of our workforce identified as having a minority ethnic background.

We also continue to see an increase of colleagues from minority ethnic backgrounds occupying the upper quartile pay range, meaning more representation in the senior roles.

Our mean ethnicity pay gap has decreased to 0.9% in 2024 from 9% in 2023. The median continues to be in favour of minority ethnic colleagues, to -2.4% in 2024 from where it stood at -1.5% in 2023.

Our ethnicity pay gap

The difference in pay between colleagues identifying as white, and colleagues identifying from a minority ethnic background.

Year to	Mean (average)	Median (middle)
5 April 2024	0.9%	-2.4%
5 April 2023	9%	-1.5%
5 April 2022	12.8%	-6.8%

48%

of our workforce identified as **white**

52%

of our workforce identified as **minority ethnic background**

Our ethnicity bonus pay gap

At the time of the data for this report, there has been a decrease in our mean ethnicity bonus pay gap figures this year. In April 2024, our mean decreased to -0.5% from 14.8% in 2023. The median has increased to -4.2% from -17.6% in 2023, however, the negative figure for both mean and median indicate a bonus pay gap that is in favour of minority ethnic colleagues.

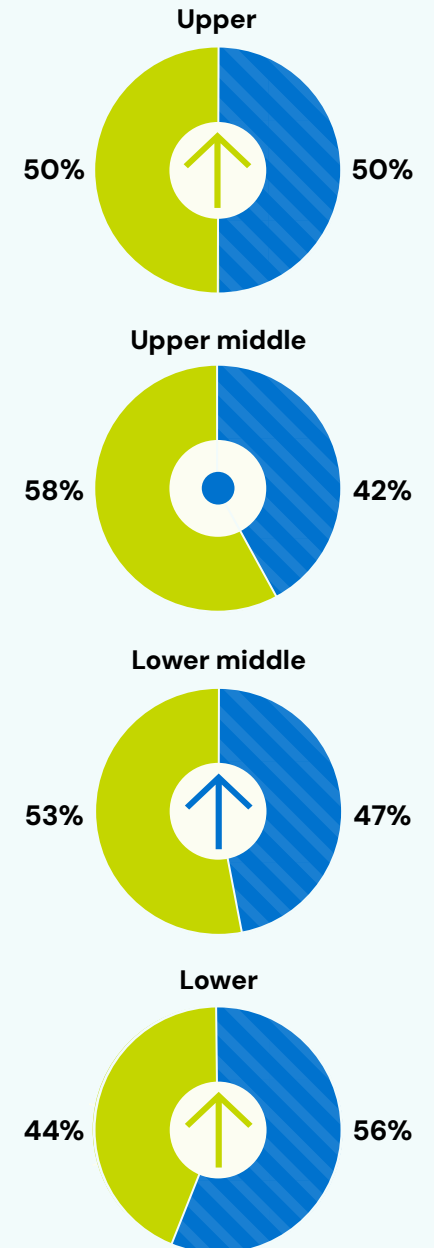
The decrease of both figures indicates the continual commitment to be a workplace where inclusive talent is developed. We continue to see more colleagues from minority ethnic backgrounds get promotions into roles in the upper middle to upper quartile. This is evidenced by the fact we now have a 50/50 split in the upper quartile and the split in the upper middle has remained the same.

Our ethnicity bonus pay gap

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

Year to	Mean (average)	Median (middle)
5 April 2024	-0.5%	-4.2%
5 April 2023	14.8%	-17.6%
5 April 2022	46.3%	0%

Ethnicity proportions in each pay quartile



How we're addressing our pay gaps

We've continued to deliver targets outlined within our EDI 10-Point-Plan, highlights of which included:

- Continuing to ensure a diverse workforce through enhanced recruitment practices (e.g. diverse interview panels)
- Promoting talent development through career progression programmes
- Actively and visibly promoting EDI at all levels.

EDI was promoted and celebrated through the various SNG wide events held by our five colleague-led EDI network groups as well as a new refreshed EDI training for all colleagues.

Going forward, we have identified that the areas which require more focus are increasing diversity at board and senior leadership level, as well as carrying more analysis of data by EDI breakdown through activities like Tenant Satisfaction Measures (TSMs) and colleague survey results.

The information contained within this gender and ethnicity pay gap report is true and accurate and meets the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Sally Hyndman

How we're creating a more inclusive workplace

We're firmly committed to making sure our organisation and the communities we serve are places of equality, diversity and inclusion.

This means:

Equality: Everyone has equal opportunities to join and progress within our organisation. Everyone we work with and work for is treated with respect and dignity.

Diversity: Our organisation reflects the diversity of the communities we work with. We are made stronger by having a diversity of experience among our people and residents.

Inclusion: We understand the experiences of different groups of colleagues and customers and the specific issues facing them. We adapt our services so that no one is excluded or ignored.

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Sovereign Network Homes is a charitable organisation and a subsidiary of SNG (Sovereign Network Group)

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