



Sovereign  
Network  
Group

Formerly

SOVEREIGN



# 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 Sovereign side of the business had a team of around 2,500 colleagues, each contributing their valuable and diverse expertise which allow us to deliver quality, affordable homes to our customers.

At SNG 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 our customers. We're actively driving change to improve our culture and environment for all our colleagues, embedding 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 Network Homes to form SNG (Sovereign Network Group). This year's report covers Sovereign 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 will be combined 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

As we near the end of our current EDI Strategy, we are pleased with the steady impact it has made. For the third year in a row, our gender pay gap has decreased. At the time of the data for this report (April 2024), 54% of our workforce identified as male, down from 56% in 2023, and 46% identified as female, up from 44% in 2023.

In April 2024, our mean gender pay gap dropped to 2.2% from 3.9% in 2023 and the median also dropped to 1.9% from 3.7% in 2023. Our figures continue to be significantly lower than the UK average mean of 13.8% and 13.1% for median, as reported by the Office of National Statistics (ONS).

This is attributable to three key factors:

- The increase in the voluntary living wage from £10.90 to £12. With the majority of those affected by this identifying as female.
- Increase of 3% for those identifying as female in the upper pay quartile.
- Increase in those identifying as male in the lower pay quartile of 2%.

## Our gender pay gap

The difference in pay between men and women.

Year to	Mean (average)	Median (middle)
5 April 2024	2.2%	1.9%
5 April 2023	3.9%	3.7%
5 April 2022	5.8%	5.4%
National gender pay gap (ONS figures)	13.8%	13.1%

# Our gender bonus pay gap

At the time of the data for this report, there has been a slight increase in our gender bonus pay gap figures this year. In April 2024, our mean increased to 12.2% from 10% in 2023 and the median increased to 1% from -2.4% in 2023.

The growth in the figure relates to male colleagues and can be attributed to the reinstatement of the corporate bonuses during the reporting period. The gap also persists due to the inclusion of other bonus types in the data, such as welcome bonuses (A trades population initiative which is predominantly male), refer-a-friend bonuses and commission 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.

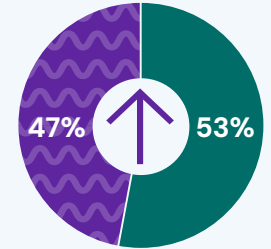
Year to	Mean (average)	Median (middle)
5 April 2024	12.2%	1.0%
5 April 2023	10.0%	-2.4%
5 April 2022	19.5%	1.3%

**46%** of our workforce identified as **female**

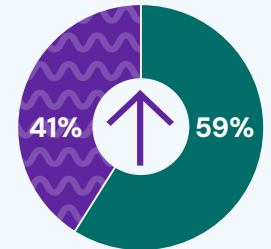
**54%** of our workforce identified as **male**

## Gender proportions in each pay quartile

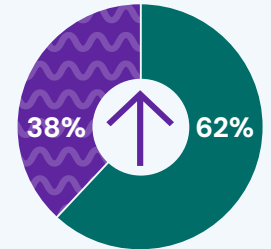
Upper



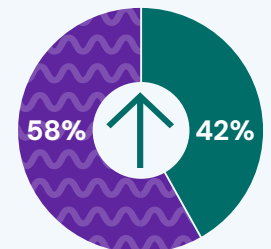
Upper middle



Lower middle



Lower



# Our ethnicity pay gap

At the time of the data for this report, there has been an increase in the number of colleagues identifying as having a minority ethnic background. In April 2024, 93% of our workforce identified as white, down from 93.9% in 2023 and 7% identified as having a minority ethnic background, up from 6.1% in 2023. Although we have seen an increase in numbers, we recognise that the representation of minority ethnic colleagues continues to be low. However, there has been a positive percentage increase of minority ethnic colleagues in the upper quartile pay range, meaning more representation in the senior roles.

Our mean ethnicity pay gap has increased to -0.5% from -2.7% in 2023 and so has the median at 1.0% from 0.1% in 2023. The negative figure indicates that on average, minority ethnic colleagues are paid more.

## 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	-0.5%	1.0%
5 April 2023	-2.7%	0.1%
5 April 2022	2.6%	0.1%

# Our ethnicity bonus pay gap

At the time of the data for this report, there has been an increase in our ethnicity bonus pay gap figures this year. In April 2024, our mean increased to 21.6% from 8.3% in 2023 and the median also increased to 1% from 0% in 2023.

The growth in the figure relates to colleagues who identify as white and can be attributed to the reinstatement of the corporate bonuses during the reporting period. The gap also persists due to the inclusion of other bonus types in the data, such as welcome bonuses (A trades population initiative which is predominantly colleagues who identify as white), refer-a-friend bonuses and commission payments.

## Our ethnicity bonus pay gap

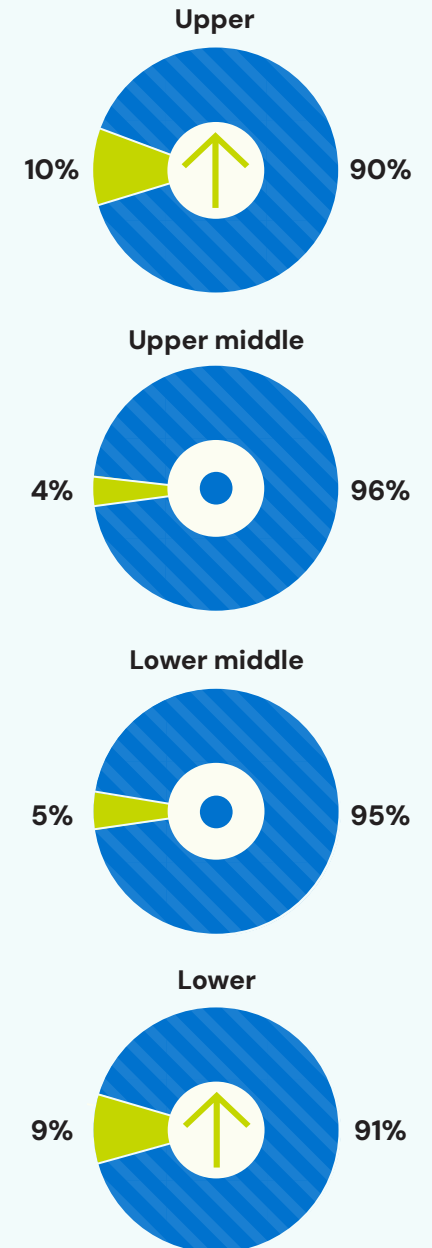
The difference in bonus between colleagues identifying as white, and colleagues identifying from a minority ethnic background.

Year to	Mean (average)	Median (middle)
5 April 2024	21.6%	1%
5 April 2023	8.3%	0%
5 April 2022	30.8%	0%

**93%** of our workforce identified as **white**

**7%** of our workforce identified as **minority ethnic background**

## Ethnicity proportions in each pay quartile



# How we're addressing our pay gaps

EDI is a golden thread that runs through our corporate ambitions and our values.

We know how important it is to embed this into our culture so that it becomes a responsibility for everyone in our organisation to achieve. We still have more to do in making sure that our actions are impactful and meet the individual needs of our colleagues and customers.

Despite the slight changes in this year's figures, we are still on track to meet our 2026 target of having an inclusive working environment for our colleagues and valuing the diversity of our residents and communities which is essential to delivering our vision.

Our existing EDI strategy has provided a strong foundation from which we will continue to improve. Our new EDI strategy is currently in development, and we look forward to its release in April 2025 and continuing to build on the progress that we've made so far.

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  
Chief People and Transformation Officer

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

# Creating a more inclusive workplace – strategic objectives

Our EDI strategy has  
**4 key areas  
of focus:**



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