

# Gender pay gap report April 2018

## ABOUT **SOVEREIGN**

Sovereign is a people business, with around 2000 employees providing homes and services for 138,000 residents.

And with 57,000 homes, we're one of the largest housing associations in the country, committed to making a difference to people's lives and creating a great place to work.

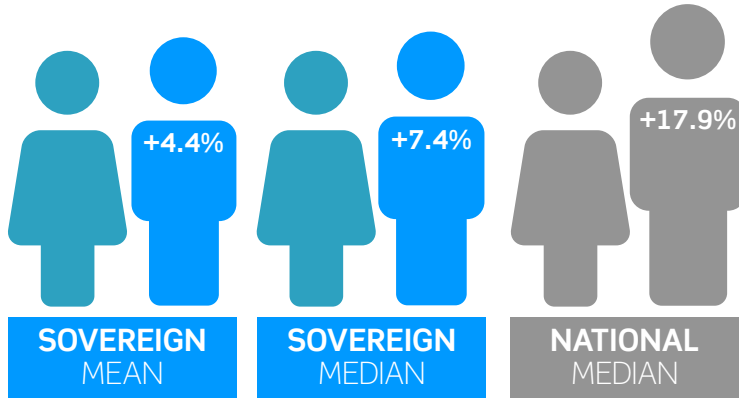
Having a diverse, gender balanced and fairly paid workforce, reflecting the communities in which we work, and motivated employees doing the best job they can, will help us make a real difference.

Because we employ more than 250 people, it's the law that we publish figures about our gender pay gap once a year.



# GENDER PAY GAP

	Mean (average)	Median (middle)
Gender pay gap	4.4%	7.4%
Bonus gender pay gap	-7.1%	65.4%



## WHAT THE FIGURES MEAN

The gender pay gap is the difference between the average pay of men and women - it isn't the same as equal pay which deals with pay differences between men and women who do the same/similar jobs.

Our median gender pay gap (7.4%) continues to be lower than the national gap of 17.9%.

Our relatively small gender pay gap is caused by the distribution of men and women in our workforce. We've more women in the lower pay quartile and in part time roles (which again tend to be in the lower pay quartiles), and fewer women in our more traditionally male 'trade' roles which are mostly in our lower middle pay quartile. There are also fewer women in our more senior roles.

The mean figure for our women's bonus pay is 7.1% (higher) and the median figure is 65.4% (lower). Bonuses were received by 27% of men and 17% of women. The difference in our bonus pay is largely connected to the difference in legacy bonus payments, which no longer exist since we have harmonised our terms and conditions and pay and grading structures.

## WHAT WE'RE DOING ABOUT IT

While our pay gap is comparatively small, we're not complacent - we want the gap to be smaller still.

We're committed to removing obstacles which may deter people from applying for all roles and are actively encouraging greater diversity throughout the organisation. One way of doing this is by building a modern, connected working environment which will allow employees to work more flexibly at every level and area of our business. We've started our programme to transform our workplaces so we can make the best use of technology, explore new ways of working and create an inclusive environment which supports everyone's needs.

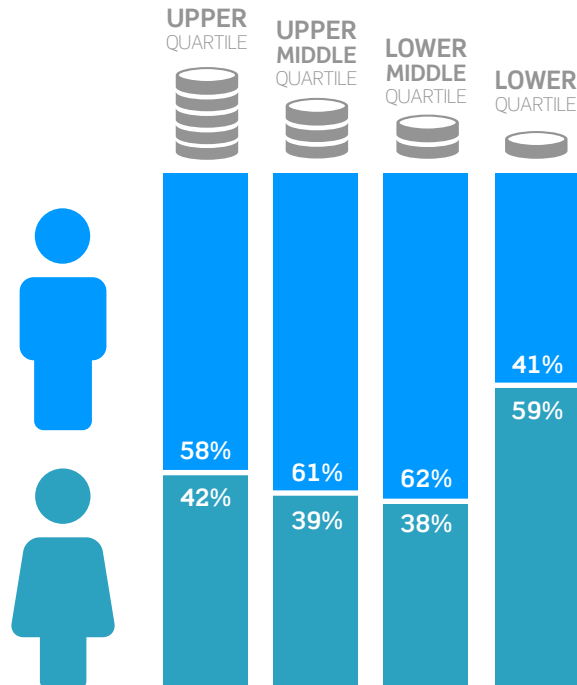
This year, following our merger, we harmonised terms and conditions across the business, as well as redesigning our pay and grading structures. Although this is not fully reflected in our reported results yet, this, and the work we continue to do in this area, will further support gender equality and fairness.

We have an inclusive approach to recruitment and continue to provide opportunities for all employees to learn and develop their careers. We'll also continue targeted initiatives such as our 'women in maintenance' programme which is designed to attract more women into traditional male roles. We've also recently become proud partners of Women in Construction and are always looking for ways to develop our recruitment strategy.

By taking small steps every day, we'll continue to build an inclusive culture - a great place to work, where everyone is treated fairly.

## PAY QUANTILES

PROPORTION OF MALES AND FEMALES IN EACH PAY QUANTILE



## OUR WORKFORCE

**55% MALE AND 45% FEMALE**

Signed:  .....

Keith Astill, Executive Director, Corporate Services