



Abri

Creating communities,
empowering lives

Gender Pay Gap Report 2022

What is The Gender Pay Gap Report?

All companies in Great Britain (excluding Northern Ireland) with more than 250 employees are required to report annually on their Gender Pay Gap. The figures given are for a 'snapshot' date of 5 April 2022.

This report is seen as an important focus and catalyst to help us understand and address drivers of the gender pay gap within the organisation.

At Abri, we take equality seriously and we are fully dedicated, including at Board and Executive Team level, to continue to act and report on our progress.

We are committed to reducing the pay gap further and our Gender Pay Gap action plan has been updated to continue to tackle the issues that this report highlights.

For the purpose of Gender Pay Gap reporting we must report figures for The Swaythling Housing Society Limited, however for the purpose of transparency and to give a picture of the whole organisation, this report also includes Gender Pay Gap figures for Abri Group Limited and for Abri as a whole.



Mandatory Metrics

Metric	Swaythling			Abri Group Limited	Abri		
	2021	2022	Difference	2022 (no 2021 figures)	2021	2022	Difference
Mean gender pay gap %	22.1	10.3	down 11.8%	16.1	16.8	10.7	down 6.1%
Median gender pay gap %	23.6	9.0	down 14.6%	8.2	16.5	9.8	down 6.7%
Mean gender bonus gap %	85.9	72.7	down 13.2%	0.0	82.1	71.3	down 10.8%
Median gender bonus gap %	0.0	0.0	no change	0.0	0.0	0.0	no change
% of males receiving bonus	96.8	89.7	down 7.1%	100.0	97.2	90.4	down 6.8%
% of females receiving bonus	93.9	92.2	down 1.7%	100.0	95.3	92.8	down 2.5%

Percentage of males and females in each pay quartile band



Band	Description
A	Includes all employees whose standard hourly rate places them in the lower quartile
B	Includes all employees whose standard hourly rate places them in the lower middle quartile
C	Includes all employees whose standard hourly rate places them in the upper middle quartile
D	Includes all employees whose standard hourly rate places them in the upper quartile

Gender Pay Gap Report 2022

Swaythling - % of males and females by Pay Quartile Band			
Band	2021	2022	% Change
Band A - Males	34.2	35.5	+1.3
Band A - Females	65.8	64.5	-1.3
Band B - Males	28.6	48.0	+19.4
Band B - Females	71.4	52.0	-19.4
Band C - Males	56.2	52.7	-3.5
Band C - Females	43.8	47.3	+3.5
Band D - Males	72.5	56.9	-15.6
Band D - Females	27.5	43.1	+15.6

Abri Group Limited - % of males and females by Pay Quartile Band	
Band	2022
Band A - Males	14.8
Band A - Females	85.2
Band B - Males	44.4
Band B - Females	55.6
Band C - Males	59.3
Band C - Females	40.7
Band D - Males	66.7
Band D - Females	33.3

Gender Pay Gap Report 2022

Abri - % of males and females by Pay Quartile Band			
Band	2021	2022	% Change
Band A – Males	38.5	33.2	-5.3
Band A – Females	61.5	66.8	+5.3
Band B – Males	37.9	50.1	+12.2
Band B – Females	62.1	49.9	-12.2
Band C – Males	51.0	51.6	+0.6
Band C – Females	49.0	48.4	-0.6
Band D – Males	66.6	57.6	-9.0
Band D – Females	33.4	42.2	+9.0



The figures explained

Swaythling:

- Mean Gender Pay Gap decreased by **11.8% to 10.3%**
- Median Gender Pay Gap decreased by **14.6% to 9.0%**
- Mean Gender Bonus Gap decreased by **13.2% to 72.7%**
- Median Gender Bonus Gap remains at **0%**
- The proportion of females **increased** in Bands C and D (the highest pay bands)
- The proportion of females **decreased** in Bands A and B (the lowest pay bands)

Abri Group Limited:

- Abri Group Limited has employed around 100 colleagues since June 2021
- Mean Gender Pay Gap is **16.1%**
- Median Gender Pay Gap is **8.2%**
- Mean Gender Bonus Gap is **0%**
- Median Gender Bonus Gap is **0%**
- There is a **higher proportion of females** in the two **lower pay bands**
- There is a **higher proportion of males** in the two **higher pay bands**

Abri:

- Mean Gender Pay Gap decreased by **6.1% to 10.7%**
- Median Gender Pay Gap decreased by **6.7% to 9.8%**
- Mean Gender Bonus Gap decreased by **10.8% to 71.3%**
- Median Gender Bonus Gap is **0%**

It is encouraging to see a significant reduction in the gender pay gap figures for both Swaythling and Abri as a whole but there is more to do to eliminate the pay gap altogether.

What lies behind the Gender Pay Gap changes?

The following factors are likely to have contributed to the decrease in the Gender Pay Gap

- There were more male leavers than female in 2021/22 (208 versus 154). 59% of the male leavers were in the two upper pay quartiles and this contributed to a reduction in Abri's pay gap.
- There was a 10.8% pay gap across new hires in 2021/22 but this was significantly less than Abri's 2021 pay gap of 16.8%. This, coupled with the effect of leavers, contributed to a further reduction in Abri's pay gap.
- Salary increases had a positive impact overall by increasing the average Abri female hourly rate from £16.31 in 2021 to £16.98 in 2022.
- 84% of Special Responsibility Allowances were given to females. The salary of the average female recipient was 15% higher than the average female overall and this combination of a high proportion of higher paid females contributed towards the reduction in the pay gap.
- In June 2021 a number of colleagues transferred from Yarlington Housing Group (YHG) into Swaythling. YHG's 2021 Gender Pay Gap was minus 0.4% and this helped to reduce Swaythling's pay gap in 2022.
- Having reviewed the underlying reasons for the changes to this year's Gender Pay Gap figures, the action plan has been revised with new actions intended to be implemented in the short term to reduce the gap further.

Bonuses

Under the revised Terms and Conditions implemented in 2021 Trades Related Pay (TRP) was withdrawn over a phased period. The continued existence of TRP in April 2022 meant there was still a gap in the Mean Bonus figure but there was a significant reduction compared to the previous year.

As a result of TRP tapering ending in September 2022 the Mean Bonus Gap is expected to be reduced further in our results for 2023 and eliminated altogether the following year.



Calls to action

In keeping with our previous Gender Pay Gap report our actions are focused on attracting, progressing and keeping women in the workforce, and on continuing to ensure that the right culture exists within Abri to create a sense of belonging for all female colleagues.

We have a Gender Pay Gap action plan based on the information and data that was available at the time of writing this report.

A summary of our action plan is outlined below:

- Ensure hiring managers consider the impact of recruitment and pay decisions on the Gender Pay Gap.
- Identify how recruitment and pay decisions at a group level have the potential to increase or reduce the gap. Develop and implement targeted interventions to reduce the gap.
- Continue to use specialist software to analyse pay gap data regularly.
- Encourage women in senior roles to come forward and speak about their journey.
- Create safe spaces to enable women to come together and discuss issues that impact on their lives.
- Continue to create learning opportunities to support understanding of subjects that are not normally discussed and which impact female colleagues such as the menopause and fertility.
- Create a culture where agile working is accepted as the normal way of working and not an exception.
- Create male allies across Abri who can lend their voice to support their female colleagues.
- Use Gender Decoder to remove the potential for bias in our job adverts
- Create a women's network to support women at all levels in the organisation.
- Develop a "first steps into management" and "future leaders" programme aimed at female colleagues.
- Affirm our zero tolerance approach to bullying and harassment in the workplace creating a positive environment and sense of belonging for all our female colleagues.
- Use the LEAP talent and succession module to identify a talent pipeline within Abri.
- Use equality impact assessments to identify any adverse impact in our restructuring or reorganisation proposals.
- Consider becoming signatories of the Tech Talent Charter and Tech She Can Charter

Gender Pay Gap Report 2022

DECLARATION: We confirm that the information and data reported are accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Gary Orr', with a long horizontal flourish extending to the right.

Signed:
Gary Orr, Group Chief Executive

Gender Pay Gap Report 2022

EXPLANATION OF GENDER PAY GAP TERMINOLOGY

What is the Gender Pay Gap?

Companies who employ 250 people or more are required by law to publish their Gender Pay Gap and Bonus Gender Pay Gap. This means Abri must publish Gender Pay Gap figures for The Swaythling Housing Society Limited.

For the purposes of transparency we also publish figures for Abri Group Limited and Abri as a whole.

A Gender Pay Gap does not indicate an equal pay problem. There is a difference between the Gender Pay Gap and equality pay for men and women which was first brought into line with the 1970 Equal Pay Act.

Gender Pay Gap

The Gender Pay Gap is the difference between the average earnings of men and women, expressed relative to men's earnings. It is calculated using the hourly rate of pay for all employees employed on the 'snapshot date' of 5 April 2022 – excluding any employees on reduced pay (e.g. statutory maternity pay, statutory sick pay or unpaid leave).

Equal Pay

Equal pay is determined in law as the right for women and men to be paid the same when doing the same or equivalent work. It has been an aspect of UK sex discrimination law for over 40 years and the law is now incorporated into the Equality Act 2010.

The Mean Gender Pay Gap

The Mean Gender Pay Gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the Gender Pay Gap by adding together all the hourly rates of pay for men and for women and dividing by the total number of male and female employees respectively. This shows the difference between the average earning of men and women, expressed as a percentage relative to men's earnings.

The Median Gender Pay Gap

The Median Gender Pay Gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women. The median is calculated by ranking all the figures in descending order from the highest to the lowest and taking the figures in the middle of the list. The median therefore avoids potential 'skewing' influence of numbers at either extreme.

Gender Pay Gap Report 2022

Pay Quartiles

This is the percentage of male and female employees in four quartiles, calculated by ranking employees from the highest paid to the lowest paid and dividing our workforce into four equal parts called, according to government guidelines, upper, upper-middle, lower-middle and lower pay quartiles.

Bonus Gender Pay Gap

To calculate the Bonus Gender Pay Gap, the legislation requires companies to use the actual value of the bonuses paid to people during the 12 months leading up to 5 April 2022. The reporting structure makes no allowance for the fact that people working part-time will be paid (pro rata) relatively smaller bonuses.

The Mean Bonus Gap

The Mean Gender Bonus Gap is the difference in average bonus pay that male and female employees receive.

The Median Bonus Gap

The Median Gender Bonus Gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.

