



Gender and Ethnicity Pay Gap Report 2024



AT SOUTHERN HOUSING, PEOPLE ARE AT THE HEART OF EVERYTHING WE DO.

This is our second Gender and Ethnicity Pay Gap Report since Optivo and Southern Housing Group merged in December 2022. The data in this report is based on a snapshot taken in April 2024.

We're committed to fairness, transparency, and accountability. By openly sharing our pay gap data, we can better understand our challenges and take meaningful steps to create a more inclusive and equitable organisation.

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We're pleased to share our 2024 Gender and Ethnicity Pay Gap Report, which reflects our ongoing commitment to fairness, transparency, and accountability. By openly reporting on our pay gaps, we can better understand the challenges we face and take meaningful action to create a more inclusive workplace.

Our data shows some positive progress, but we recognise there's more to do. We're taking steps to improve leadership diversity, enhance inclusive hiring practices, and encourage greater transparency in workforce data. This will help us make more informed decisions and ensure that everyone at Southern Housing has equal opportunities to thrive.

We're committed to continuous improvement and will keep listening, learning, and taking action to reduce our pay gaps.

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Wam Dawson

Executive Director of People & Culture
and Communications





UNDERSTANDING THE PAY GAP

The gender pay gap measures the difference in average hourly earnings between men and women across our workforce. It doesn't compare salaries for individuals doing the same job.

The ethnicity pay gap works in a similar way, comparing the pay of white colleagues to those from ethnically diverse backgrounds.

Both gaps are calculated using two key measures:

MEAN PAY GAP

The difference between the average hourly pay.

MEDIAN PAY GAP

The difference between the midpoint hourly pay.



GENDER PAY GAP THE NUMBERS

MEAN GENDER PAY GAP

NOW

11.2%

PREVIOUSLY 11.3%

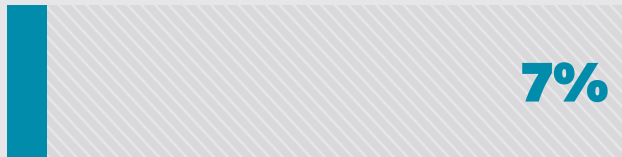
MEDIAN GENDER PAY GAP

NOW

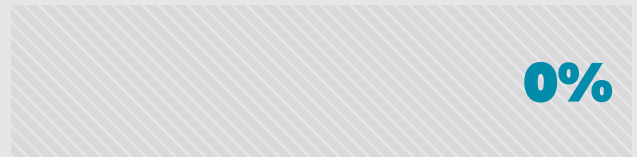
7.3%

PREVIOUSLY 10.1%

MEAN GENDER BONUS GAP

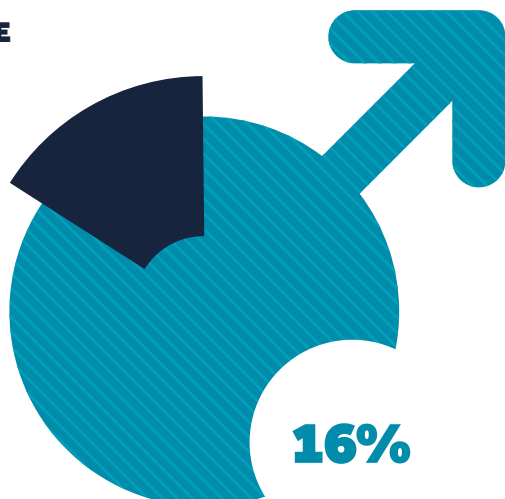


MEDIAN GENDER BONUS GAP

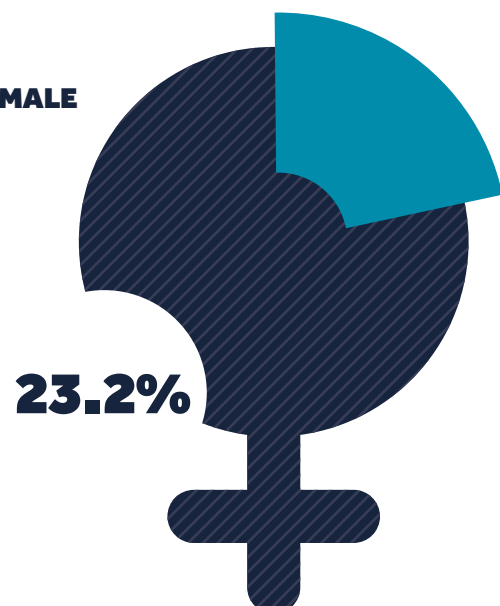


PERCENTAGE OF COLLEAGUES RECEIVING A BONUS

MALE



FEMALE

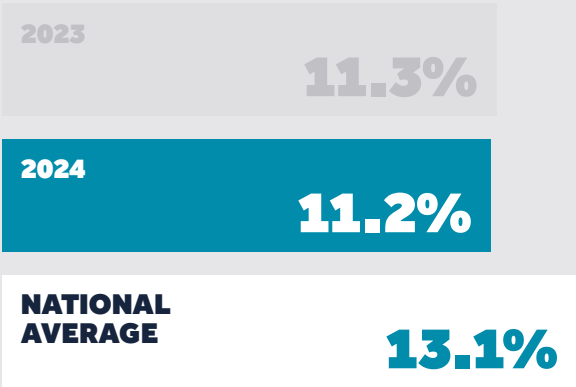


WHAT THE DATA TELLS US

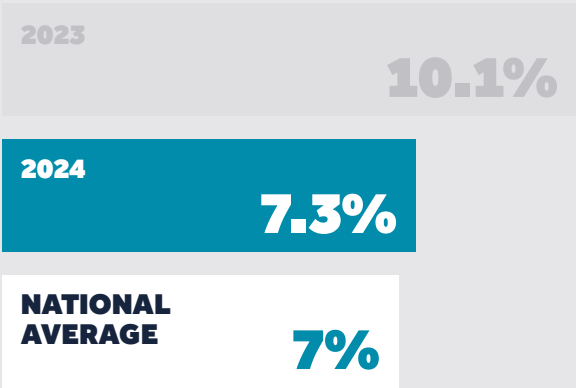
Southern Housing employs more women (59.4%) than men (40.5%).



The mean gender pay gap has reduced slightly from 11.3% in 2023 to 11.2% in 2024 and remains below the national average of 13.1%.



The median gender pay gap has improved, reducing from 10.1% in 2023 to 7.3% 2024.



The main drivers of the pay gap are the diverse range of different job roles within the housing sector, as they span different labour markets, some of which pay markedly more than others.

Our pay gap is mainly influenced by the types of roles our colleagues work in and the number of part-time positions. Many lower-paid roles in the wider job market, such as cleaning and care work, are predominantly held by women. At Southern Housing, 66% of our cleaning colleagues and 84% of our care and support colleagues are women.



The reduction in women in the upper pay quartile (from 60.1% to 48.1%) is linked to turnover, with more women leaving this bracket than being promoted into it.

	Lower	Lower Middle	Upper Middle	Upper	Overall
♀	59.8%	66.7%	61.3%	48.1%	59%
♂	40.2%	33.3%	38.7%	51.9%	41%

ETHNICITY PAY GAP THE NUMBERS

MEAN ETHNICITY PAY GAP

NOW

4.3%

PREVIOUSLY 2.1%

MEDIAN ETHNICITY PAY GAP

NOW

-0.3%

PREVIOUSLY -4.8%

MEAN ETHNICITY BONUS GAP

-52%

MEDIAN ETHNICITY BONUS GAP

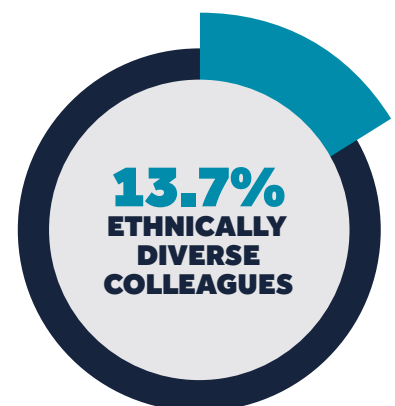
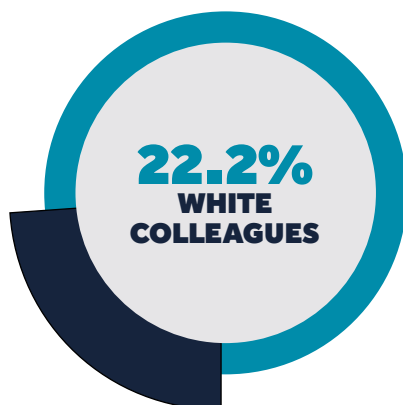
0%

RECEIVING A BONUS

Southern Housing don't pay bonuses.

For the purpose of GPG reporting the 'bonus' includes payments such as long-service awards, allowances for first aiders, mental health first aiders, fire wardens, etc.

Of the 13.7% of ethnically diverse colleagues who received a bonus, the average amount was £842 whereas of the 22.2% of white colleagues who received a bonus, the amount received was £554.



WHAT THE DATA TELLS US

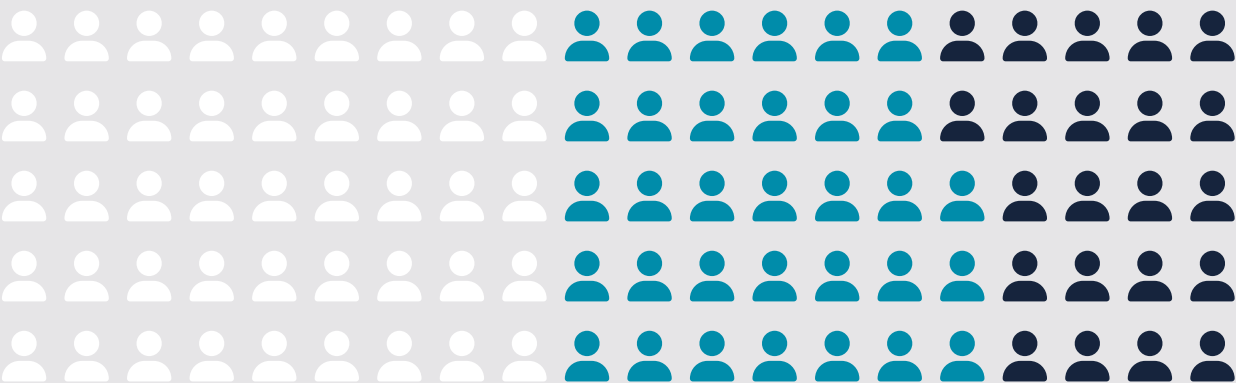
The mean ethnicity pay gap has increased slightly to 4.3% (from 2.1% in 2023).



The median pay gap has also increased to -0.3% (from -4.8% in 2023), although it remains in favour of ethnically diverse colleagues.



Ethnically diverse colleagues are underrepresented in the upper pay quartile (22.7%) but have stronger representation in the upper middle quartile (33.6%).



	Lower	Lower Middle	Upper Middle	Upper	Overall
ETHNICALLY DIVERSE	24.71%	30.21%	33.64%	22.71%	27.82%
WHITE	75.29%	69.79%	66.36%	77.29%	72.18%

This table reflects the data we have available and does not include where colleagues have chosen not to disclose their ethnicity.



TAKING ACTION

OUR COMMITMENT TO CHANGE

We're committed to reducing our gender and ethnicity pay gaps by:

IMPROVING LEADERSHIP DIVERSITY

- ✓ Supporting women and ethnically diverse colleagues into senior roles through targeted advertising, career development and mentoring programmes.

INCLUSIVE HIRING PRACTICES

- ✓ Using inclusive job descriptions, anonymised recruitment, and diverse interview panels to address any potential bias in the recruitment process
- ✓ Promoting internal mobility, flexible and agile working and job-share opportunities when advertising our roles
- ✓ Training all hiring managers in mandatory recruitment training which incorporates inclusive hiring
- ✓ We're committed to paying the UK Real Living Wage and London Living Wage

IMPROVING WORKFORCE DIVERSITY DATA DECLARATION RATES

- ✓ We're launching a campaign to encourage colleagues to share their diversity data so we can better understand and address our pay and bonus gaps. To support this, we're enhancing our people systems and reporting tools. This will enable us to provide senior leadership with detailed dashboards, showing diversity trends in recruitment, retention, and promotion.



LOOKING AHEAD...

While we've made progress, we recognise there's more work to do. We'll continue to monitor our pay gaps, listen to our colleagues, and take meaningful action to ensure Southern Housing remains an inclusive and equitable place to work.



This report's based on data from April 2024 and complies with statutory reporting requirements. While we acknowledge that not all colleagues identify within binary gender categories, this report follows government reporting requirements based on payroll data.

