

Evolve Pay Gap Report 2021-22



Evolve
Housing
+ Support

Introduction

One year on from publishing our last gender and ethnicity pay gap report we have made significant progress in equality, diversity, and inclusion as an organisation. We are now also reporting on our disability pay gap for the first time. As an organisation we are committed to celebrating and promoting equality, diversity & inclusion. It is important that colleagues, customers and volunteers feel valued, supported and heard. It is vital that we are representative of the people we support and London which is where we operate.

Pay gaps are not about equal pay, everyone is paid the same in relation to the role they do. If one group of people do more of the lower paid roles in an organisation then that will show a negative pay gap from that group when compared to the rest of the organisation.

Different roles pay differently and so it is often the diversity in management and senior roles that skews the data in either direction to create a pay gap.



It is important that colleagues, customers and volunteers feel valued, supported and heard.

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At a glance

How our staff identify:

Gender Identity

32.4% of our staff identify as male, 67.6% as female, and 0% self-identify.

➤ 7.7% of our staff identify as disabled.

Ethnicity

49.6% of our staff identify as Black, 33.3% as White, 5.9% as Mixed heritage/multiple ethnic groups, 4.5% as Asian, and 2.3% as Other ethnic background. 2.2% Prefer not to say and 1.8% left this blank.

Disability

7.7% of our staff identify as disabled, and 92.3% as not disabled.

Pay gaps between groups:

Pay gap	Median 2021-22	Median 2020-21	Mean 2020-2021	Mean 2020-2021
Gender	-4.2%	-12.5%	-6%	-11.1%
Ethnicity	23.3%	23.3%	27.8%	26.4%
Disability	-17.8%		-0.9%	

Gender pay gap

We have a median gender pay gap of -4.2%, which means that women's median hourly pay rate is 4.2% higher than men. We have a mean gender pay gap of -6%, which means that the mean average* hourly pay rate is 6% higher for women than men.**

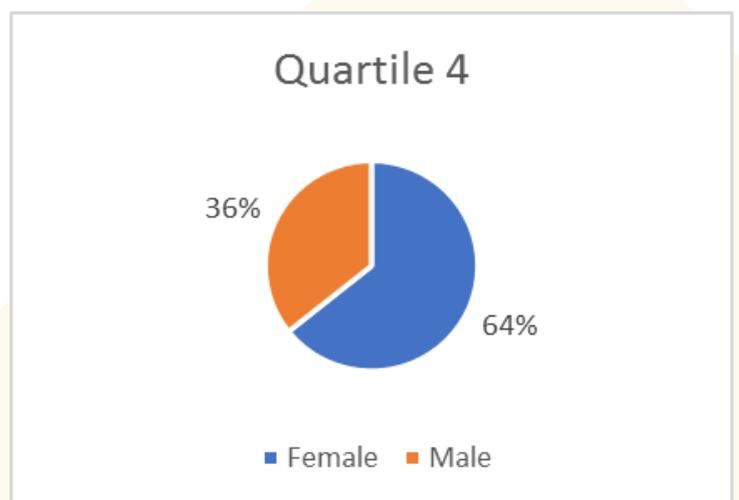
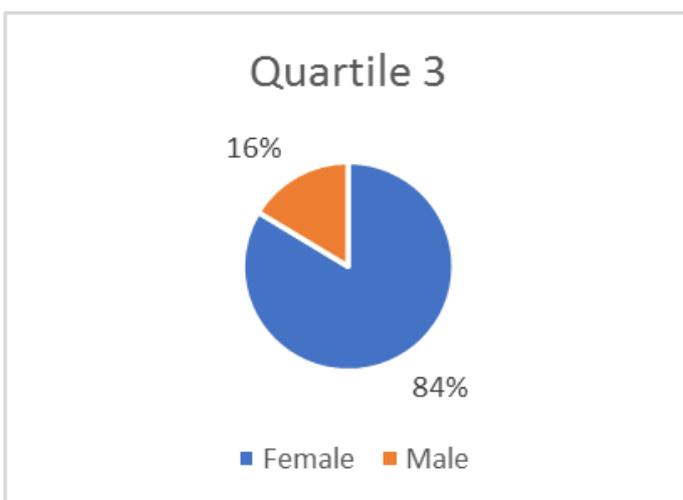
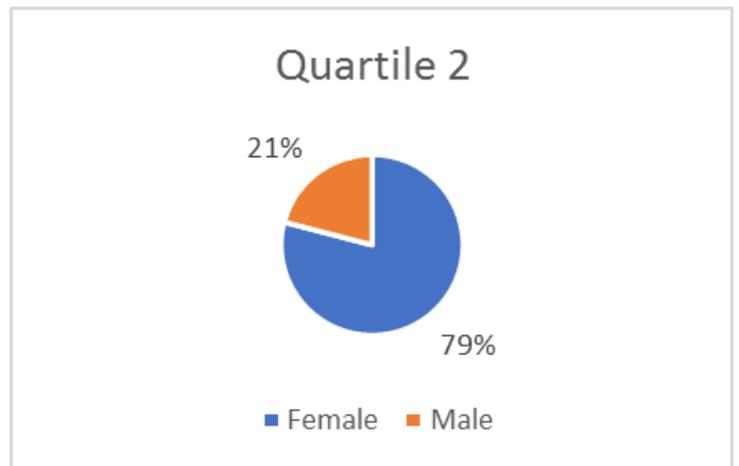
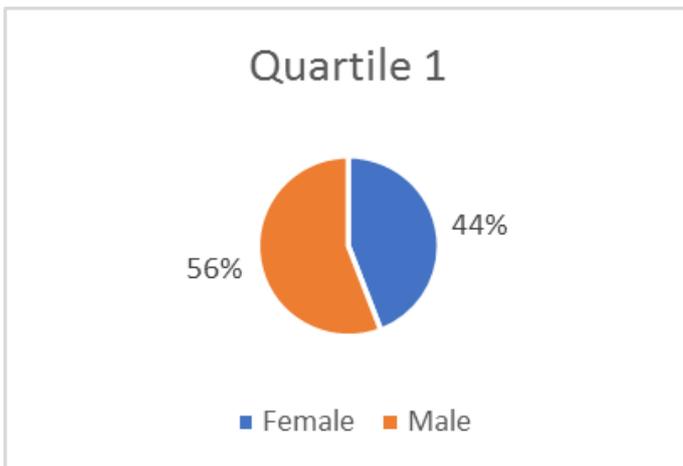
Across all employers who reported 2021 data, the gender pay gap for all employees was 15.4% (in favour of men). Most organisations from different industries have a pay gap in favour of men, so we are quite unusual in having a gap in the other direction. Last year our median pay gap was 12.5% so this shows we are moving to having a small pay gap which is positive.

We understand that gender is not binary and moving towards a 50:50 representation is not reflective of our society. This is something we can set clearer objectives for when the 2021 census results are published and we will continue to ask colleagues to self-describe.

➤ Our mean average hourly pay rate is 6% higher for women than men.

Our pay gap results:

You will see below our pay quartiles for gender. Pay quartiles pertain to ordering the hourly pay of all colleagues and splitting them into 4 equal groups, quartile 4 are the highest paid group; coordinators, team leaders, managers, senior managers & leadership. Quartile 1 is made of the lowest paid in the organisation. We then review the make up of each quartile and analyse the differences.



Our gender pay gap is driven by:

- A reduction in our pay gap due to some changes in colleagues in the SMT and LT groups over the last year and this has impacted our results.
- An increase from 30% to 36% of male representation in the upper quartile.
- Our Leadership Team positions are currently held by women with the exception of our Chief Executive which is one of the main reasons we have a gender pay gap in favour of women at the moment.
- 68% of our workforce identify as female. Last year this figure was 65.7%. The housing industry, and particularly supported housing historically attracts a greater proportion of women.

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How we will reduce our gender pay gap:

- Analyse barriers into the industry for men and making changes.
- Continue the work we do on gender identity.
- Encourage applications from male or non-binary colleagues for senior manager positions.



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Ethnicity pay gap

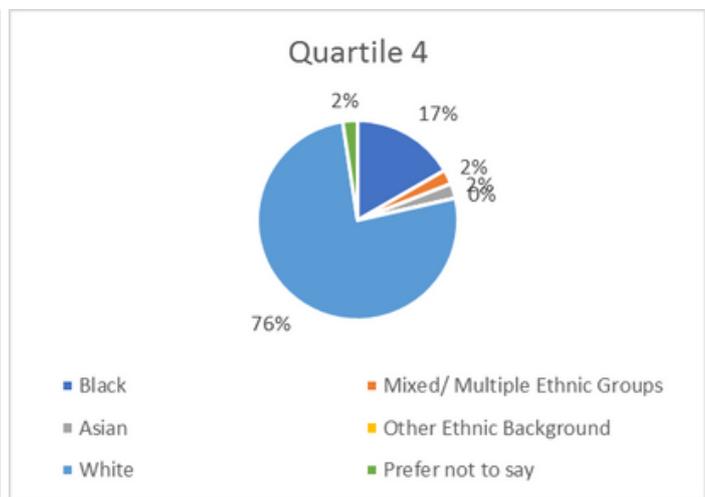
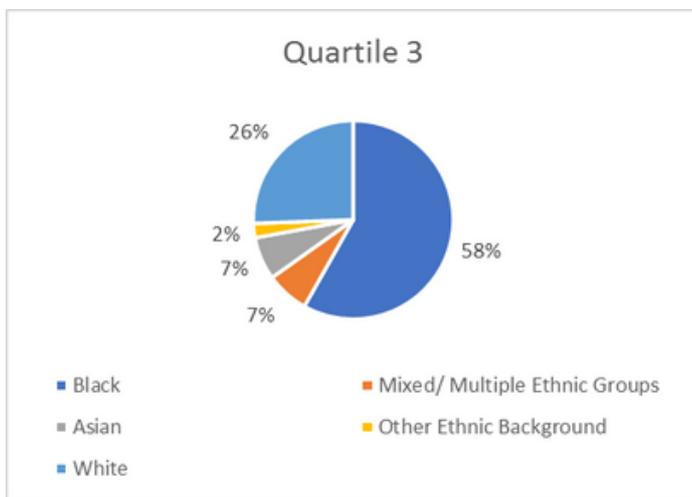
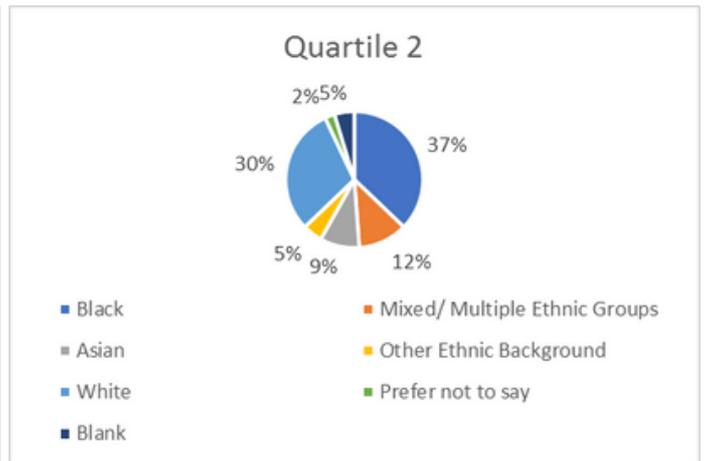
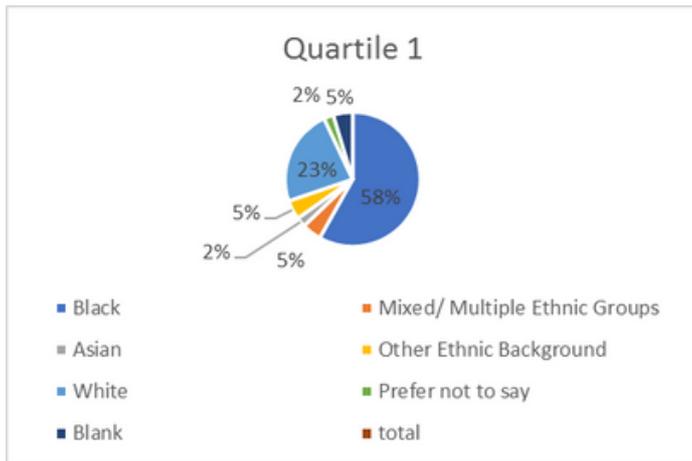
We have a median ethnicity pay gap of 23.3% and mean ethnicity pay gap of 27.8%.

Our median pay gap is slightly less than the median pay gap for London according to ONS which is 23.8%. This is our second year calculating our pay gap disparity for ethnicity.

When we have looked into the data for individual ethnicity groups in more detail we identified a reduction in our pay gap for Black colleagues, this year the pay gap was 21.7% compared to 23.3% last year which is a move in the right direction, however we understand that any gap is a gap too big, and it is not acceptable.

60.2% of our colleagues are of Black, Asian, mixed/multiple heritage and other ethnic minority backgrounds. This increased from 56.9% last year and compares to just over 40% of London. Our highest proportion of colleagues identify themselves as Black African, Caribbean and other, which was 42.7% of the organisation followed closely by White being 38.6%.

➤ 60.2% of our colleagues are of Black, Asian, mixed/multiple heritage and other ethnic minority backgrounds.



Analysis:

- The percentage of Black staff in Quartile 1 fell from 67% to 58%.
- We can also see we have more of a mixture of ethnic backgrounds in Quartile 2.
- The percentage of White colleagues in Quartile 4 is still disproportionately high at 76%.

Actions we have taken over the past year:

- Carried out listen and learn sessions for colleagues to discuss their experiences and produced an internal report.
- Ran a survey focussed on race which was managed externally by a consultancy, our response rate was 55%.
- Developed and published our Race Action Plan which includes the leadership team and SMT being accountable for our ethnicity pay gap.
- Published our EDI strategy which states our approach and our areas of focus over the coming years.
- For all roles that pay over £30k (team leader and above), a member of the People and Culture team sits on the interview panel.
- Delivered Inclusive recruitment training for colleagues who carry out recruitment and selection activities.

➤ This year we developed and published our Race Action Plan.

How we will reduce our ethnicity pay gap:

- Deliver the actions within our Race action plan which has 5 key areas: representation, safety at work, learning and development, progress and monitoring & leadership and management.

- Continue to progress with recruitment related actions with the support of our recently set up inclusive recruitment working group and put together a plan.
- Focus on key actions on the plan including:
 1. Putting together succession plans for senior management roles.
 2. Clarifying our approach to positive action.
 3. Building dialogue on inclusion in our one-to-one's for colleagues.
 4. Training for at least 20% of our non-management colleagues so they can be involved in recruitment panels.
 5. Signing Business in the Community (BITC) Race at work charter to give us an additional framework to monitor progress externally.
 6. Doing more work around learning and development of colleagues.



This year the pay gap for black colleagues was 21.7% compared to 23.3% last year which is a move in the right direction, however we understand that any gap is a gap too big, and it is not acceptable.

Disability pay gap

Disability is a protected characteristic and although we do our best to provide a fair and equal workplace for all, evidence shows that disabled people face significant barriers to in getting jobs and within workplaces.

There are around 14.6 million disabled people living in the UK and 21% of working age adults are disabled. Disabled people are almost twice as likely to be unemployed as non-disabled people. Disabled people are significantly under-represented at all levels of the housing workforce, National Housing Federation has found in a recent report .

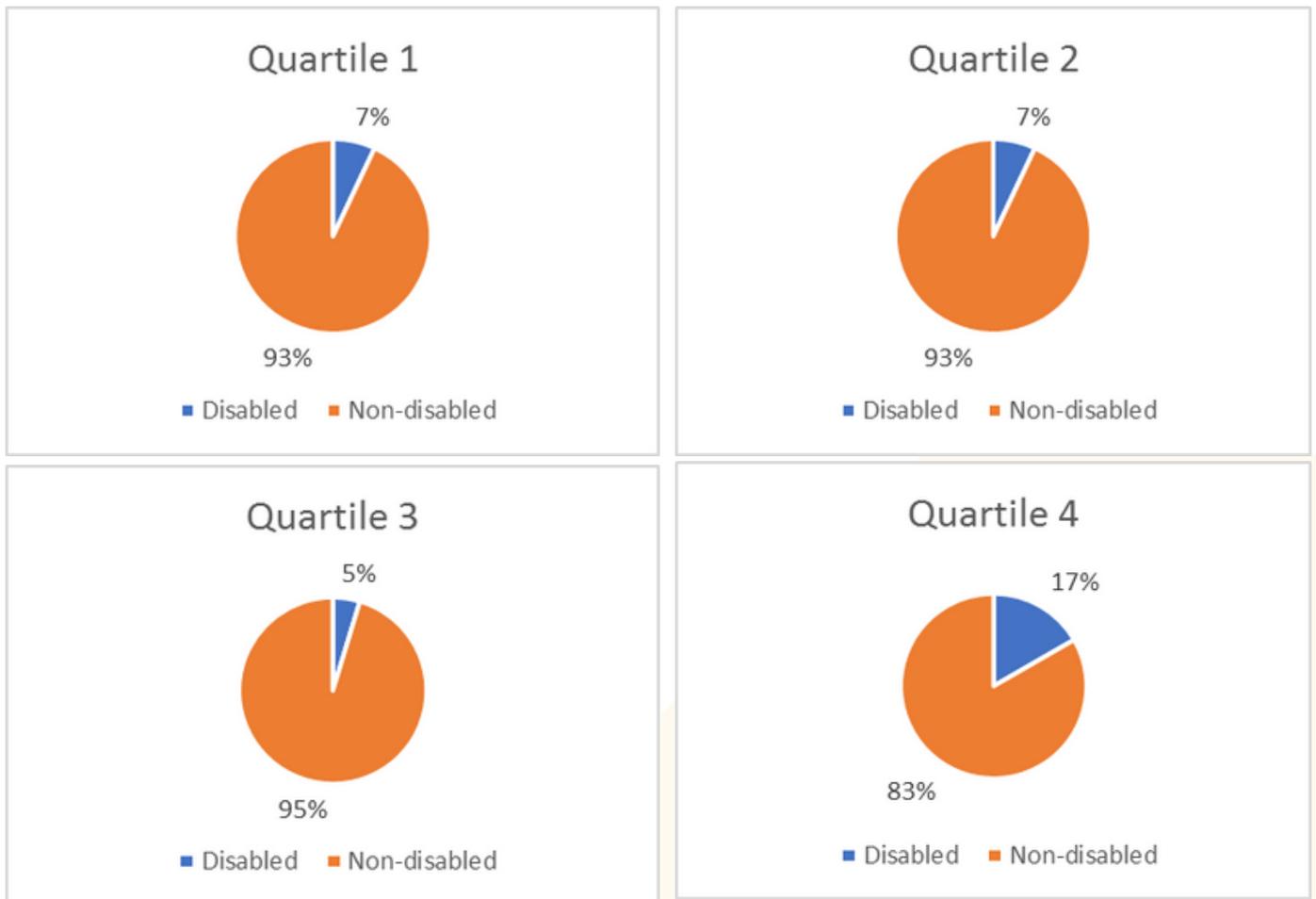
We currently have just over 7.5% disabled colleagues, we know this should be higher so we plan to work on this during the coming year.

According to the ONS, the gap between the median pay gap for disabled employees and non-disabled employees, was 13.8% in 2021 and 14.1% in 2019 ; this gap has widened slightly since 2014 when disabled employees earned 11.7% less than non-disabled employees.

➤ Just over 7.5% of our colleagues are disabled, we know this should be higher.

Our pay gap results:

We have a median disability pay gap of -17.8%, which means that disabled colleagues median hourly pay rate is 17.8% higher than non-disabled colleagues. This is higher than the ONS's figure of 13.8% median disability pay gap from 2021 that is in favour of non-disabled employees and as such it is unusual. We have a mean disability pay gap of -0.9%, which means that the mean average hourly pay rate is 0.9% higher for disabled people than non-disabled colleagues.



It should be noted that there are limitations to our current data.

Because only a small proportion of colleagues have shared their disability/disabilities with us, we know underreporting is impacting the figures. Due to this we have a small data set to work with which impacts the validity of the information. This is something we will focus on improving on an ongoing basis.

This is our first disability pay gap report. We recently set up a Disability Confident working group as one of our strategic objectives to become a Disability Confident employer by March 2023. Having an awareness and understanding of robust data is an important part of the journey to being a more disability inclusive workplace.

Our disability pay gap is driven by:

- Not enough colleagues sharing their disability information with us who are in Q1-3.
- Lack of disability information may be driven by low levels of trust to share disability information in the lower quartiles.
- The highest proportion of disabled colleagues are in Q4, the highest paid in the organisation.

This is driving the gap suggesting disabled colleagues are at an advantage which is unusual.

How we will improve our disability pay gap:

- Become a Disability Confident level 2 employer by March 2023.
- Create an action plan with our Disability Confident group that addresses the main things we need to focus on.
- Carry out a data sharing drive 3-4 months before next years calculation so that we have more accurate data to work with.
- Set up a disability network for colleagues to come together and develop allies across the organisation.



Disabled people are almost twice as likely to be unemployed as non-disabled people, and are significantly under-represented at all levels of the housing workforce.

Review

The Your Voice, EDI group will continue to review the pay data and design initiatives to address the gaps where needed e.g. delivering the Race Action Plan, becoming a Disability Confident employer. We will continue to publish pay gap data on an annual basis.



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