

Newport City Homes

Gender pay gap report as at April 2022

About this report

From April 2017, the UK Government introduced gender pay gap reporting for all companies employing more than 250 people. This is the association's figures relating to pay information as at 5 April 2022.

The association is required to report on two measures the mean and median:

- The mean hourly rate is the average hourly wage across the entire association.
- The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, taking the hourly wage of the person in the middle.

It is important to note gender pay gap is different to the principle of equal pay. Men and women at Newport City Homes (NCH) receive equal pay for performing equal work. Our pay framework uses a recognised job evaluation and benchmarked rate for all roles regardless of gender.

About us

We provide homes and services to more than 20,000 customers, leaseholders, and shared owners in the city of Newport. As the largest social landlord in Newport, we are uniquely placed to play a key role in ensuring our customers and communities are given opportunities to grow and succeed.

We believe in creating a workforce that is truly diverse and gender-balanced to fully reflect the customers and communities we serve. This will ensure we can not only better understand and respond to their needs, but also achieve our vision of providing homes in communities where people want to live.

Workforce diversity allows for new ways of working from a wider talent pool, which is both necessary and the right thing to do as a modern housing association that provides essential services across the city of Newport.

We recognise we are in an influential position and should lead by example to create an inclusive culture where everyone's contribution is valued, and they can reach their full potential.

Our gender pay gap

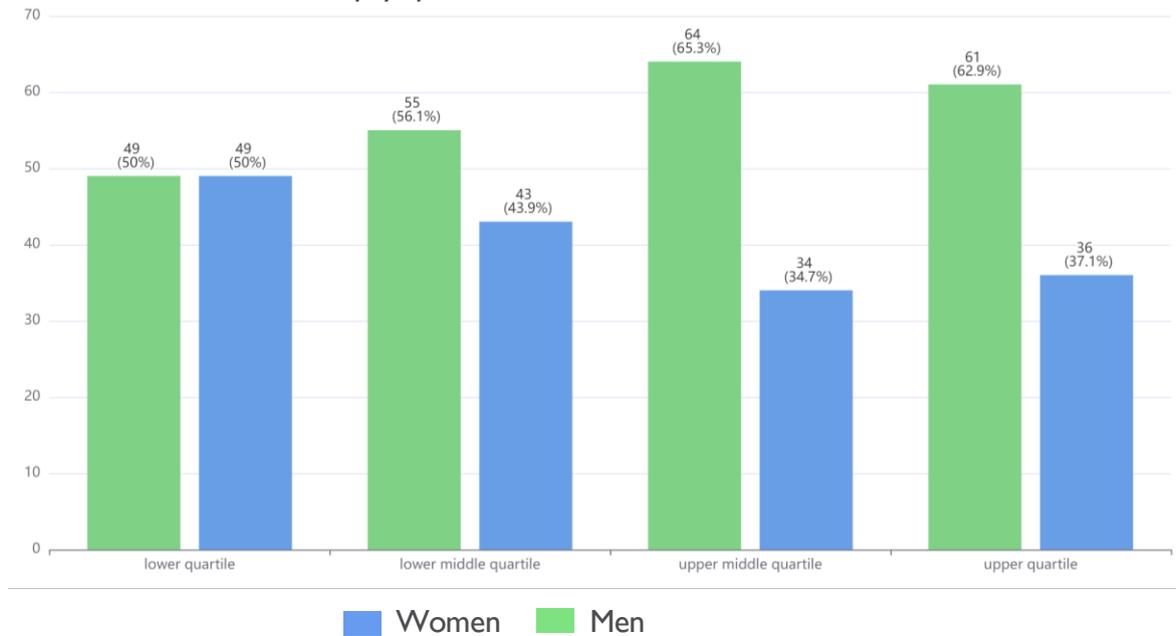
The median hourly wage gap at NCH is 3.6%, which compares positively against the Office of National Statistics (ONS) median gender pay gap of 14.9% for the UK and 6.1% for Wales.

The mean hourly wage gap at NCH is 0.3%.

Nobody at NCH is paid a bonus so we have a 0% mean and median gender bonus gap.

As at 5 April 2022, 41% of our workforce were women, and 59% men. The following graph summarises the distribution of men and women in pay quartiles which are calculated by splitting the whole workforce into equal sized bands based on hourly pay, from highest to lowest.

Distribution of men and women in pay quartiles:



Conclusion

These results help us better understand the levels of gender equality across the association at different pay points. We use this information to target areas for improvement and review our colleague offer as we strive to become a fully inclusive and diverse workforce.

One of three strategic commitments in NCH Strategy 2025, is Equality, Diversity and Inclusion (EDI). The principles set out in the EDI strategic commitment are:

1. Data and Information at the heart of our EDI Strategic Commitment
2. Tackling bias in our established ways of working
3. Create an environment that means everyone feels included and can thrive
4. Enable clear and transparent decision making
5. Work in partnership to meet our aims

An equal, diverse, and inclusive workforce is critical to achieving our NCH Strategy 2025 ambitions. It is only by achieving a fairer and more equal workplace that we will truly represent the customers and communities we serve and become an employer of choice.

We are proud of our work to date, but we will continue to improve until there are no barriers to women and men undertaking any job role.

Declaration

The data contained in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Ceri Doyle

Chief Executive Officer