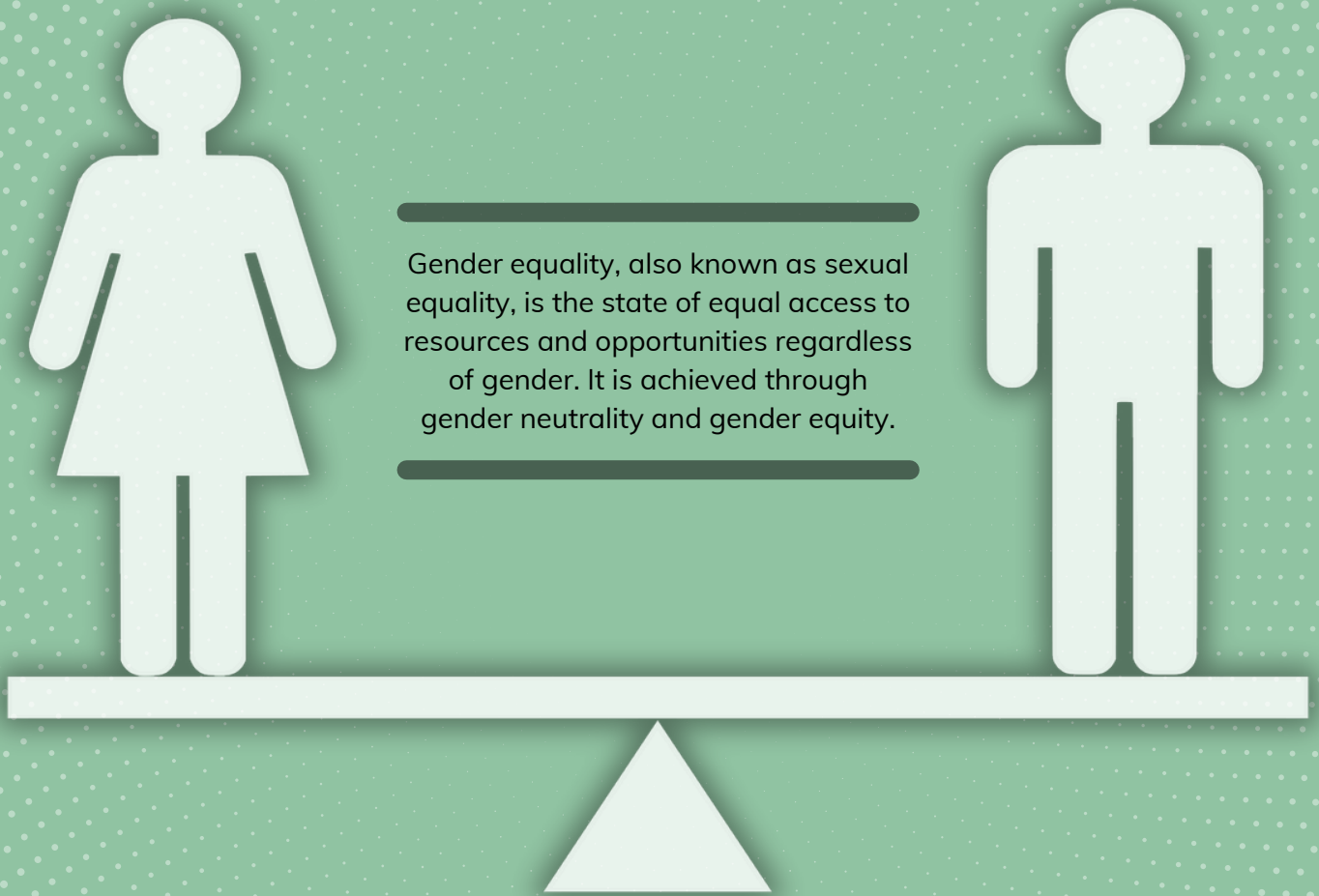


# Gender Pay Gap Report

## 2024



# Context

Southdown provides a breadth and depth of care and support services relating to community mental health, learning disabilities, homelessness prevention and supported living. In addition, it is a specialist housing landlord providing affordable housing across Sussex.

Overall, the care sector is one with low pay, a mostly female and part time workforce with a comparatively low gender pay gap.

Southdown's reward policy is to be 'bold on pay' and it continues its commitment to pay at least the Real Living Wage and reducing in work poverty.



# Explanation of Results

Relevant organisations are legally required to calculate information on: the mean and median gender pay gap, the mean and median bonus gender gap, proportion of males and females receiving a bonus payment and proportion of males and females in each quartile by band (please refer to Tables 1-4 for full details). In addition, we have included data on the gender pay gap in relation to full time and part time employment (Tables A-F) as this is seen as relevant to both the sector Southdown operates in and our employees.

## General Note

It is noticeable in this year's Gender Pay Gap results that changes to calculated hourly rates are not as large compared to 2023, as they have been in previous years. On investigation, it is likely that the move to Pension Salary Exchange in April 2024 is the reason for this. Salary Sacrifice payments are required to be deducted from the monthly pay prior to calculating the hourly rate for individuals for Gender Pay Gap calculations. Further investigation has shown that in terms of the Gender Pay Gap hourly rate calculation this has slightly affected our male staff more than our female staff. This could be explained by the fact whilst around 82% of female staff are in the pension scheme compared to 80% of our male colleagues, 13% of male colleagues are paying an increased employee contribution rate (above 5% contribution), compared to 6% of female colleagues. Furthermore, 67% of male colleagues who are paying an increased contribution are paying 10% or more, compared to 44% of our female colleagues who are paying an increased contribution.

## Mean and Median Pay Gap

Our Median Gender Pay Gap has increased slightly compared to 2023 by 0.07% to 0.07% in favour of men. This is a difference of £0.01 in the median hourly rate received by men compared to women.

There are several factors that may have caused this increase. In 2024, we have proportionately more men than women compared to 2023 (67.5% women / 32.5% men – a change of 0.8% in favour of men). Looking at the split of women to men in the 4 quartiles (Quartile 1 = lowest paid / Quartile 4 = highest paid), we can also see that in 2024, more women are in the 2 lower paid quartiles (51%) compared to 2023 (50%). We also see less women in Quartile 3 compared to 2023 (a decrease of 2%). Whilst we do see an increase in the proportion of women in the highest paid Quartile 4 (an increase of 0.7%), Quartile 4 continues to see proportionately less women than men (in 2024 – 3% less, compared to 2023 – 5% less). Additionally, around 4% more women are sitting in the lower paid half of Quartile 4 in 2024 compared to 2023, and just over 1% less women in the upper paid half of Quartile 4 compared to 2023. This makes a significant difference in Quartile 4 due to the considerable pay differential from the lowest hourly rate in Quartile 4 compared to highest hourly rate in Quartile 4 (a difference of £39.90), and the mean pay differential between the lower paid half of the quartile and the higher paid half of the quartile (£6.70).

Our Mean Gender Pay Gap has decreased to 4.04% in favour of men (a reduction of 1.60% since 2023) – with men earning £0.58 more than women. Overall, the mean pay gap continues to be influenced by the upper quartile of pay of over 7% in favour of men.

# Continued...

Also, affected by the Pension Salary Exchange – we have seen a small increase to female colleagues' mean hourly rate and a small decrease to male colleagues' mean hourly rate, which has contributed to the reduction in the Mean Gender Pay Gap.

3 out of 4 quartile pay gaps have reduced, with only Quartile 1 seeing an increase, but this still continues to remain slightly in favour of women. This change is due to proportionately more men than women in the upper (higher paid) half of Quartile 1 in 2024 compared to 2023 (4% increase), and less men in the lower (lower paid) half of Quartile 1 compared to 2023 (7% decrease).

Quartile 4 continues to be remain our highest pay gap, although this has reduced in 2024 from 9.01% to 7.40%. There are more men in this Quartile. Again, the pay gap is influenced by 3/5 of our most senior positions being occupied by men including the CEO. With Senior roles removed the Quartile 4 pay gap reduces to 3.4% in favour of men. The reduction is also influenced by the introduction of Pension Salary Exchange as previously mentioned.

## Bonus

The bonus pay gap has decreased since 2023 – with the median bonus pay gap now at 0.00% (a reduction of 6.29%). The mean bonus pay gap has returned to being in women's favour as it was in 2022 – this is despite nearly 1% more men receiving a bonus payment in 2024. However, it is noted that more women than men received a higher bonus payment (due to the 15/20 year long service award and the introduce a friend scheme).

## Part Time and Full Time

The pay gap between men and women who work full time has decreased in 2024, having increased in previous years. However, the median and mean pay gap continues to be in men's favour (0.60% and 4.67% respectively). This more closely reflects our total median and mean pay gap than in previous years. Nearly 10% more men are included in this calculation which may be a factor and we know that there are proportionately more men in the upper pay Quartile which may also be a factor.

As in previous years, part time / full time pay gaps (all scenarios) can be explained by the distribution of part time workers in the lower pay quartiles – particularly female workers.

# Results Tables 2022/23

**Note 1:** Table 1 to 4 are legally required; tables A to F are Southdown's additional analysis

**Note 2:** Positive % figures indicate men are paid more than women

Minus -% figures indicate women are paid more than men

**Note 3:** See Appendix 2 for technical notes and definitions

**Note 4:** Due to rounding, some totals may not correspond with the sum of the separate figures.

**Table 1: Single figure pay gap, all staff (full and part time)**

**Full pay relevant employees**

	Median hourly pay (all staff)	Mean hourly pay (all staff)	No. of staff
Female (all)	£12.95 ↑ £0.24	£13.86 ↑ £0.12	563 ↑ 14
Male (all)	£12.96 ↑ £0.25	£14.44 ↑ £0.12	271 ↑ 16
Pay gap	<b>0.07%</b> ↑ 0.07%	<b>4.04%</b> ↓ 1.60%	<b>834</b> ↑ 30

**Table 2: Gender pay gap by quartiles, all staff (mean hourly pay)**

**Full pay relevant employees**

	Female (all staff)			Male (all staff)			Pay gap
	Average hourly rate	No. of staff	% of staff	Average hourly rate	No. of staff	% of staff	
Lower quartile 1	£11.65 ↑ £0.21	142 ↑ 9	67.94% ↑ 1.77%	£11.60 ↑ £0.30	67 ↓ 1	32.06% ↓ 1.77%	<b>-0.50%</b> ↑ 0.68%
Lower mid quartile 2	£12.54 ↑ £0.50	146 ↑ 5	70.19% ↑ 0.04%	£12.48 ↑ £0.33	62 ↑ 2	29.81% ↑ 0.04%	<b>-0.47%</b> ↓ 1.35%
Upper mid quartile 3	£13.45 ↑ £0.04	141 ↓ 7	67.46% ↓ 6.17%	£13.53 ↑ £0.02	68 ↑ 16	32.54% ↑ 6.17%	<b>0.56%</b> ↓ 0.44%
Upper Quartile 4	£18.06 ↓ £0.34	134 ↑ 7	64.42% ↑ 1.24%	£19.51 ↓ £0.71	74 =	35.58% ↓ 1.24%	<b>7.40%</b> ↓ 1.61%

**Table 3: Single figure bonus pay gap**  
**Relevant employees**

	Median bonus pay	Mean bonus pay	No. of staff
Female (in receipt of bonus)	£60.00 ↓ £784.99	£100.18 ↓ £729.92	498 ↑ 8
Male (in receipt of bonus)	£60.00 ↓ £841.73	£95.85 ↓ £815.85	236 ↑ 12
Pay gap	<b>0.00%</b> ↓ 6.29%	<b>-4.52%</b> ↓ 13.47%	<b>734</b> ↑ 20

**Table 4: Proportion of males and females receiving bonus payment**  
**Relevant employees**

	No. in receipt of bonus payment	No. of relevant employees	Proportion in receipt of bonus
Female	498 ↑ 8	589 ↑ 19	<b>84.55%</b> ↓ 1.41%
Male	236 ↑ 12	277 ↑ 19	<b>85.20%</b> ↓ 1.62%
All staff	734 ↑ 20	866 ↑ 38	<b>84.76%</b> ↓ 1.47%

**Table A: Pay gap for full time employees only**  
**Full pay relevant employees**

	Median hourly pay (full time)	Mean hourly pay (full time)	No. of staff
Female (full time)	£13.36 ↑ £0.13	£14.56 ↓ £0.06	322 ↓ 2
Male (full time)	£13.44 ↓ £0.23	£15.27 ↓ £0.24	188 ↑ 11
Pay gap	<b>0.60%</b> ↓ 2.68%	<b>4.67%</b> ↑ 1.10%	<b>510</b> ↓ 9

**Table B: Pay gap for part time employees only**  
**Full pay relevant employees**

	Median hourly pay (part time)	Mean hourly pay (part time)	No. of staff
Female (part time)	£12.60 ↑ £0.99	£12.92 ↑ £0.45	241 ↑ 16
Male (part time)	£12.43 ↑ £0.82	£12.56 ↑ £0.16	83 ↑ 5
Pay gap	<b>-1.35%</b> ↓ £1.35	<b>-2.86%</b> ↓ £2.27	<b>324</b> ↑ 21

**Table C: Pay gap for male full time vs female part time employees**  
**Full pay relevant employees**

	Median hourly pay (full time male / part time female)	Mean hourly pay (full time male / part time female)	No. of staff
Female (part time)	£12.60 ↑ £0.99	£12.92 ↑ £0.45	241 ↑ 16
Male (full time)	£13.44 ↓ £0.23	£15.27 ↓ £0.24	188 ↑ 11
Pay gap	<b>6.25%</b> ↓ 8.84%	<b>15.39%</b> ↓ 4.20%	<b>429</b> ↑ 27

**Table D: Pay gap for female full time vs female part time employees**  
**Full pay relevant employees**

	Median hourly pay (full time female / part time female)	Mean hourly pay (full time female / part time female)	No. of staff
Female (part time)	£12.60 ↑ £0.99	£12.92 ↑ £0.45	241 ↑ 16
Female (full time)	£13.36 ↑ £0.13	£14.56 ↓ £0.06	322 ↓ 2
Pay gap	<b>5.68%</b> ↓ 6.53%	<b>11.24%</b> ↓ 3.43%	<b>563</b> ↑ 14

**Table E: Pay gap for female full time vs male part time employees**  
**Full pay relevant employees**

	Median hourly pay (full time female / part time male)	Mean hourly pay (full time female / part time male)	No. of staff
Male (part time)	£12.43 ↑ £0.82	£12.56 ↑ £0.16	83 ↑ 5
Female (full time)	£13.36 ↑ £0.13	£14.56 ↓ £1.400.06	322 ↓ 2
Pay gap	<b>6.93%</b> ↓ 5.28%	<b>13.71%</b> ↓ 1.47%	<b>405</b> ↑ 3

**Table F: Pay gap for male full time vs male part time employees**  
**Full pay relevant employees**

	Median hourly pay (full time male / part time male)	Mean hourly pay (full time male / part time male)	No. of staff
Male (part time)	£12.43 ↑ £0.82	£12.56 ↑ £0.16	83 ↑ 5
Male (full time)	£13.44 ↓ £0.23	£15.27 ↓ £0.24	188 ↑ 11
Pay gap	<b>7.49%</b> ↓ 7.60%	<b>17.74%</b> ↓ 2.33%	<b>271</b> ↑ 16

## Conclusion

There is no evidence that Southdown's female staff materially receive less pay than their male colleagues for equal work. After investigation into the underlying data, the differences in gender pay gap analysis can be explained and do not appear to indicate an underlying gender pay inequality.

Our pay scales are transparent, fairly applied regardless of gender and openly advertised. Vacancies are advertised with salary scales explicitly shown within the advertisement. Starting salaries are the same for men and women within comparable roles.





# How to contact us

## We want to hear from you

Whether you'd like to find out more about our services, provide feedback on support you've received or enquire about job opportunities to join our team, please get in touch.

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