

Gender Pay Gap Report 2022



karbon
homes

Providing a strong foundation for life.

Gender Pay Gap Report 2022

Accessibility statement

This report has been approved for publication and we've made a digital version available on our website.

We've created a plain text version to support those using accessibility tools such as translation, audio, changes to the size of text, ruler and screen mask.

We also aim to make our information and services more accessible by using plain English in our communication and offering sign language and language interpreters where required.

If you would like this document in an alternative format or have any questions relating to the report, please contact inclusion@karbonhomes.co.uk.

About Karbon Homes

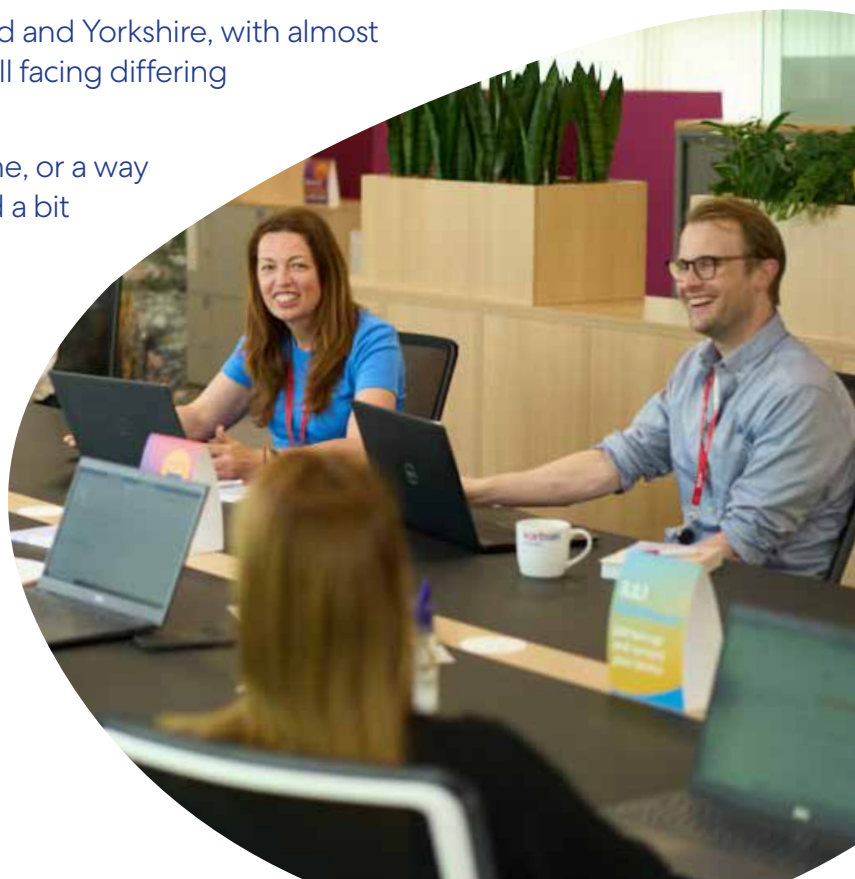
At Karbon Homes, we build, manage and look after homes for people across the North. And then we go further, we give them the strong foundations they need to get on with life.

Since our formation in 2017, we've focused on delivering our three strategic aims – to provide as many good quality homes as we can, to deliver excellent service to our customers, and to shape strong, sustainable places for our communities.

Our footprint covers the North East of England and Yorkshire, with almost 30,000 homes across diverse communities, all facing differing opportunities and challenges.

Some customers just need an affordable home, or a way on to the property ladder. Others might need a bit more – financial advice, community services, sheltered accommodation or even training that can lead to a new job. Whatever people need to feel more secure, confident and happy with where they're at, we work our heart out to provide it.

By focusing on our three strategic aims, combining a sound business head with a strong social heart and staying true to our values, we hope to build strong foundations for even more people.



Welcome

Welcome to our Gender Pay Gap Report for 2022. Although we have seen a slight increase in our mean gender pay gap to 4.49%, I am pleased to report that we still remain within 5% of parity. This will need our close attention this year to ensure we continue to build on the progress within our organisation and further develop our programme of work around gender. Our Inclusion and Belonging Annual Report details some of the broader work that we are focussed on to improve equality, diversity and inclusion at Karbon Homes, along with our Gender Pay Action Plan included within this report.

As the authorised signatory of this Gender Pay Gap Report, I can confirm that the data contained within this report is accurate and meets the requirements of the gender pay gap reporting regulations.

Scott Martin – Executive Director, Resources.



What is the Gender Pay Gap Report?

Since 2017, all organisations who employ 250 people or more have a legal requirement to submit a Gender Pay Gap Report. In line with the guidance, there are six measures based on colleagues receiving normal pay. Organisations have to report in the same way against the same measures to ensure that data is comparative both over the years and against other organisations. Here is an overview of the measures.



- **Mean and median gender pay gap:** based on the hourly rate of pay of male and female colleagues.
- **Mean and median bonus gap:** based on the bonus pay of eligible male and female colleagues.
- **Bonus pay proportions:** The proportions of male and female eligible colleagues paid bonus pay.
- **Quartile pay bands:** The proportions of male and female eligible colleagues

in the lower, lower middle, upper middle and upper quartile pay bands.

The gender pay gap looks at the difference in the average pay of men and women because different jobs pay differently, and the number of males and females performing these jobs varies.

As a wholly owned subsidiary, data from York Housing Association (YHA) is not included in this report. YHA's headcount is below 250 employees so it is not required to publish its gender pay gap however, this is monitored closely internally.



Understanding mean, median and equal pay

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. All of the people we employ are paid the living wage or above in line with their stated criteria..

The mean hourly rate is the average hourly wage across Karbon Homes and the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all colleagues from the highest paid to the lowest paid and taking the hourly wage of the person in the middle. So the median gender pay gap is the difference between the hourly wage of the middle paid woman and the hourly wage of the middle paid man.

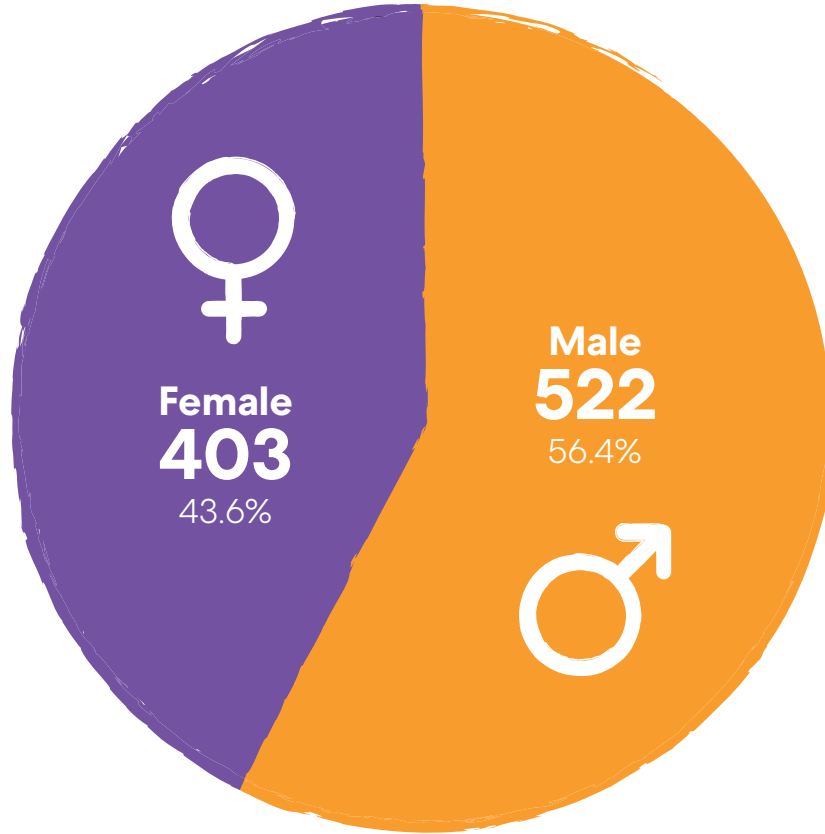
Bonus payments are considered in the same way and are calculated independently from base salaries.

Our Karbon Homes report has been developed using data from a snapshot date of 5 April 2022 and data regarding bonus payments made between 6 April 2021 and 5 April 2022.



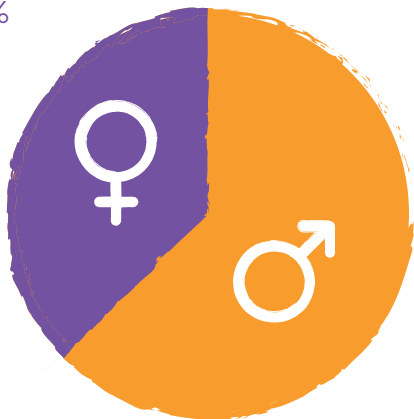
Our workforce data

Total number of colleagues
925



Full time (37 hours +)
784

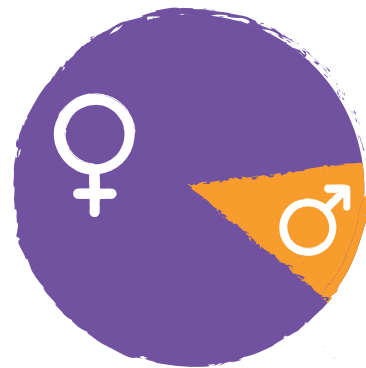
Female
281
35.8%



Male
503
64.2%

Part time (under 37 hours)
141

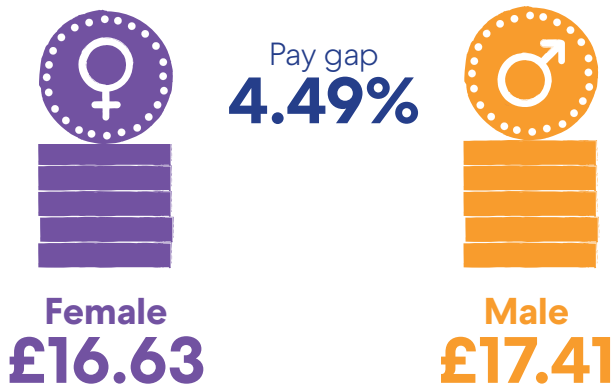
Female
122
86.5%



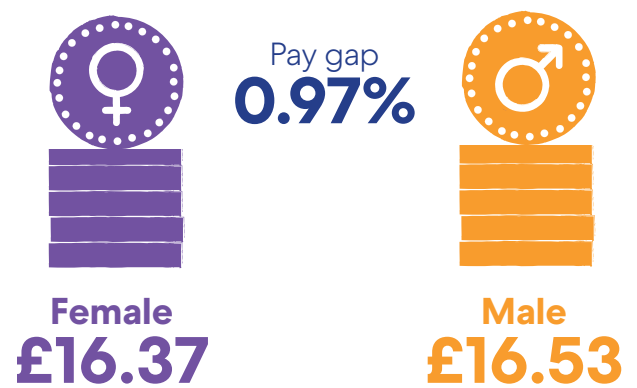
Male
19
13.5%

Our gender pay gap figures

Mean hourly rate



Median hourly rate



Our bonus pay gap

Mean bonus pay gap

2022

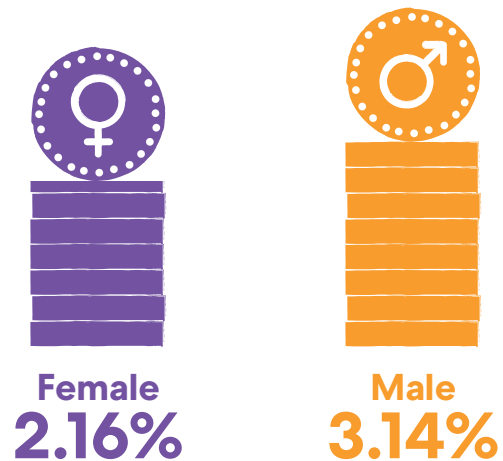
0.99%

Median bonus pay gap

2022

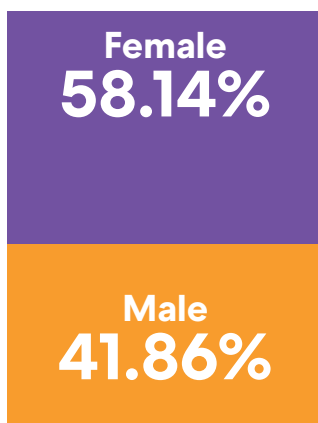
0.00%

Bonus pay gender proportion

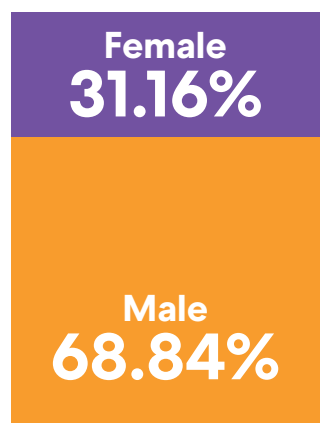


Our gender pay quartiles

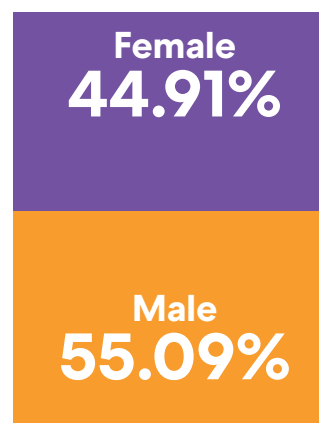
Lower



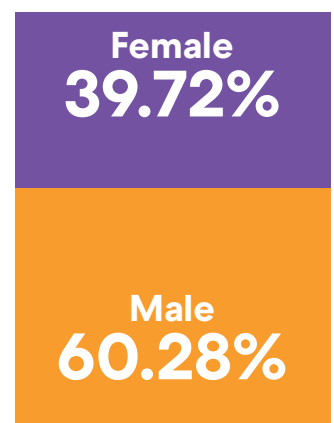
Lower middle



Upper middle



Upper





What does the data tell us about Karbon?

A key outcome of the reporting requirements is for organisations to take accountability for looking at their own gap, to understand the reasons behind it and to work out how best to address it. It is also accepted that this is not an issue which can be solved overnight.

There are a number of factors driving our gender pay gap, many of which are not unique to Karbon. We have a number of roles that have historically been performed by either men or women (male-dominated or female-dominated), although overall our gender split as an organisation is 43.6% female and 56.4% male, some areas of our business have less gender diversity.

At Karbon, we're very proud that post COVID-19, we've continued to offer more flexibility to our workforce in terms of their working patterns and location. We offer a hybrid approach for most roles and although only slight, we have seen an increase in the number of male colleagues requesting part time work and flexible working arrangements.

Work will continue in this area through our Karbon Way of Working project to continue to offer more flexibility to even more colleagues.

Our colleague headcount has remained steady, but like many organisations, we've seen an increase in demand for some key roles and experienced the current challenges around recruitment.

Our bonus data for this period is calculated purely from length of service payments and although we see women having a longer service within each age group at Karbon, this data can create inconsistencies within our bonus payment reporting.

Our gender pay gap commitments



We launched our Inclusion and Belonging Action Plan this year and a commitment within this is to develop diversity and create fairness. We'll work across our five main inclusion and belonging programmes to support continued improvement on our gender pay gap data and improve the representation within each quartile.



Our approach to wellbeing has been refreshed, with mental health and the menopause being key campaigns that we will continue to focus on and develop. This year we're introducing a menopause policy and training mental health allies to support people to thrive at Karbon.



We'll formally launch our Gender Inclusion Hub as part of our Inclusion and Belonging Action Plan to ensure colleagues influence our plans around this important topic.



We'll continue to develop the women working at Karbon through dedicated coaching interventions, our leadership pathways programme and a refresh to our approach for succession planning and talent management. We'll be using the data and insights from the gender pay gap report to inform this.



Finally, we'll review our gender pay gap and people data more frequently to understand any emerging trends that are impacting our attraction, recruitment and retention, and the colleague lifecycle more generally.
