

Gender Pay Gap Report 2018.

This report has been developed using data from a snapshot date of 5 April 2018 and data regarding bonus payments made between 6 April 2017 and 5 April 2018.

It's worth noting that Karbon Homes was legally formed on the 3 April 2017. Since its formation, Karbon has been undergoing a transformation programme, Futures.

Futures has included a full organisational review as well as a review of Terms and Conditions of Employment. The Futures programme is still underway and not expected to conclude until later in 2019. It is anticipated the full effect of the Futures Programme will be seen in the 2020 Gender Pay Gap Report.

Figures from the 2017 report are shown in brackets throughout.

*Workforce Data on snapshot date 5 April 2018

Total Staff

713

(793)

Female
305
(347)



Male
408
(446)

Full time staff (35 hours+)

607

(673)

Female
210
(239)



Male
397
(434)

Part time staff (under 35 hours)

106

(120)

Female
95
(108)



Male
11
(12)

*In line with the guidance, 53 members of staff were removed from the hourly rate calculations as they did not receive a normal pay in the pay period of the snapshot date.

MEAN Hourly Rate



Female
£15.55
(£14.59)

Pay Gap
3.29%
(6.8%)



Male
£16.08
(£15.65)

MEDIAN Hourly Rate



Female
£14.49
(£13.24)

Pay Gap
3.34%
(9.6%)



Male
£14.99
(£14.65)

MEAN Bonus Pay



Female
£62.24
(£62.24)

Pay Gap
44.8%
(38.2%)



Male
£112.84
(£100.81)

MEDIAN Bonus Pay



Female
£62.24
(£62.24)

Pay Gap
57.1%
(0%)



Male
£145.23
(£62.24)

Bonus Pay Gender Proportion



Female
0.14%
(0.3%)



Male
11.50%
(19.1%)

The data shows many more males were paid a bonus. This is due to the attendance payment currently made to former Isos trade staff, which is deemed to be a bonus for the purposes of this calculation. As the majority of staff in these areas are male, this has significantly impacted the gender pay gap in bonus pay between men and women. The increase in the mean and median bonus pay gap from the 2017 report is due to more male trade staff receiving a higher level of attendance allowance due to improved attendance in this group.

The current consultation on the new terms and conditions package proposes to remove the attendance payment, which will ensure a more equitable approach between staff groups.

Gender Pay Quartiles

Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Since the snapshot date of 5 April 2018 there have been significant changes to the leadership team at Karbon which has afforded us the opportunity to close the gender pay gap identified in last year's report significantly. We anticipate that a more equitable gender balance at this senior level within Karbon will help us drive for further improvements on future gender pay gap reports.

Our mean gender pay gap is 3.29%. This is significantly lower than the national average of 17.9% and a reduction from Karbon's 2017 figure of 6.8%. This is great progress but we are committed to reducing this gap even further.

We will do this by:

- Continue to gain a better understanding of the gender split within teams across Karbon to identify any specific issues. For example, we know that Property Services is under represented by females, except in the lower paid roles such as call handlers and administrators. Building on some work undertaken in partnership with other local housing associations in 2018, we are committed to looking more closely at how we can attract females into this area of the business.

- The restructure of the organisation is due to be completed in 2019 which means we will have an accurate data set to work from to undertake more detailed investigations into quartiles with significant differences in the gender balance. This will enable us to have a better understanding of the data in order to identify ways Karbon can address the imbalance.
- A 'Modern Ways of Working' project has now been established that aims to explore how to make Karbon a more agile and flexible employer, in order to service our customers even better and offer working patterns that support enhanced flexible working opportunities for our people.
- Continuing to promote family-friendly leave to both male and female employees. For example our New Parent Policy provides males (or the second parent) the option of taking shared parental leave at the same rates of payment as the female (or primary care giver).

Mark Reid
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