

# Gender Pay Gap Report 2017.

This report has been developed using data from a snapshot date of 5th April 2017 and data regarding bonus payments made between from 6th April 2016 to 5th April 2017.

Karbon Homes was legally formed on the 3rd April 2017 so the information gathered has been largely extracted from our former legacy organisations of Isos Housing, Cestria Community Housing and Derwentside Homes.

As a newly amalgamated company, Karbon Homes operates three different pay and rewards structures. Work is currently being undertaken to review this and determine a unified approach moving forward. It is anticipated that this will not be reflected in our Gender Pay Gap report until the 5th April 2019 snapshot date.

## \*Workforce Data on snapshot date 5 April 2017

Total Staff

793

Female  
347



Male  
446

Full time staff (35 hours+)

673

Female  
239

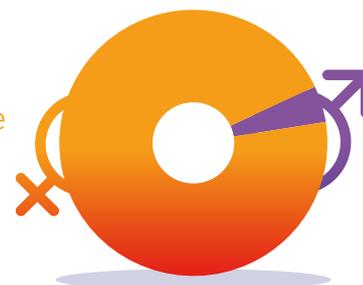


Male  
434

Part time staff (under 35 hours)

120

Female  
108



Male  
12

\*In line with the guidance, 65 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



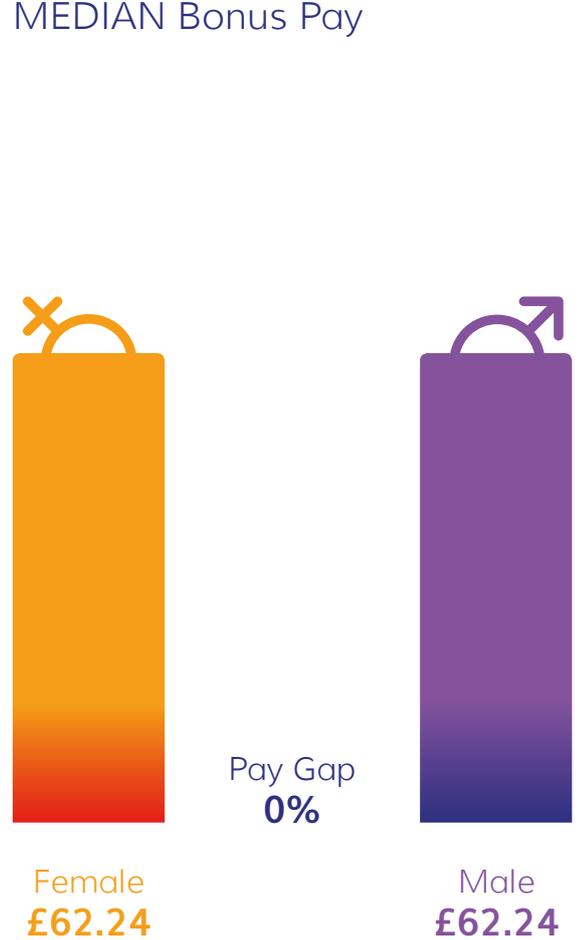
## MEDIAN Hourly Rate



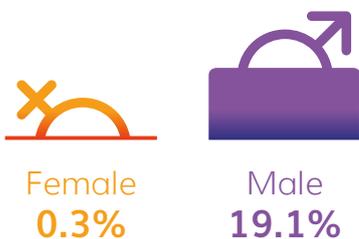
## MEAN Bonus Pay



## MEDIAN Bonus Pay



## Bonus Pay Gender Proportion



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. 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 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 2017 there have been significant changes to the leadership team at Karbon which has resulted in an equal gender split. We anticipate this will have a positive impact on future Gender Pay Gap reports.

Our mean gender pay gap is 6.8%, which is lower than the national average of 18.1%, but we are committed to reducing this gap even further. We will do this by:

Gaining 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 and we have committed to work with other housing associations in the region to look at how we can attract more females into this area of the business.

Promoting family-friendly leave. 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). This is over and above what is expected in the shared parental leave legislation. Take up of this has been minimal, which is also reflective of the low take up in general in the UK, but it serves to demonstrate Karbon's commitment to providing equal opportunities to our employees.

Making the most of flexible working practices. We are very supportive of flexible working requests. However, even since legislation made flexible working requests available to all, the majority of staff who apply are still females returning from maternity leave.

**Mark Reid**  
Executive Director - Resources