



Connexus Gender Pay Gap Report

April 2022

Submission to the Gender Pay Gap Service: 22nd March, 2022

Snapshot: 5th April, 2021

Foreword

At Connexus we want to create a great place to work, with a clear focus on our colleagues and their wellbeing, ensuring they are supported, motivated, engaged and empowered. We're ambitious and need a great, diverse team of people with the right skills and motivation to deliver high quality services to our customers.

We're committed to building a culture which supports our values and makes us a place where people choose to work. We know attraction is more challenging in rural locations, with low levels of unemployment, skills shortages and aging populations. We want to attract people from our local communities including our customers and to create an environment of engagement where colleagues can raise issues, be involved in decision making and supporting organisational improvements.

We're deeply committed to equality, diversity and inclusion and part of this commitment is to eliminate our gender pay gap. There is no difference between the pay of women and men employed in the same or equivalent roles and we know this because in January 2020 we completed a review of our terms and conditions, which included undertaking external benchmarking for all roles. In late 2021, we did further benchmarking in response to external changes.

Disappointingly, when we look across our workforce, we still see a difference between the average hourly pay of men and women. From our analysis, we know that low numbers of women in our trade roles drives part of our gender pay gap and that this continues to be a challenge that will not be resolved in the short-term, in fact due to external forces this may actually get worse before it gets better.

As an organisation, we believe that initiatives in our People Strategy can result in us being a more empowered, confident, motivated and agile organisation, in which we see greater diversity at all levels.

Jo Tracey
Director of People

Introduction

The Gender Pay Gap is the calculated difference between the average (mean or median) earnings of men and women across our workforce. This approach enables transparency about gender pay differences and enables positive actions.

As required in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, we publish:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of female and male colleagues receiving bonuses
- Proportion of female and male colleagues in each quartile of our pay structure

Published Data

The deadline for this publication on the Gender Pay Gap Service is 4th April, 2022. The snapshot date required is 5th April, 2021, with any bonus payments made in the 12 months up to and including this date. You can view our published data on the [Gov.UK Gender Pay Gap Service](#).

13 colleagues on sickness and statutory leave were excluded from our calculations in order to follow the regulations.

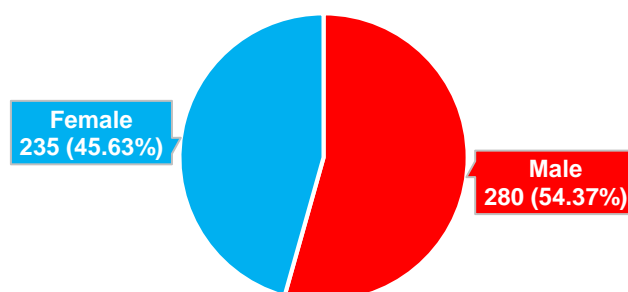
Findings

Workforce Gender Ratio

Connexus employed 515 colleagues on the payroll on 5th April 2021. This has fallen from 555 colleagues in April 2020 due to the sale of Independence Trust at the end of 2020.

Of our 515 colleagues, 54.37% (280) were male and 45.63% (235) were female meaning Connexus employed 8.74% more men than women. This compares to a difference of 5.59% in April 2020, meaning our workforce has seen a decrease in the proportion of female colleagues by 1.58% and remains majority male.

Figure 1: Workforce Gender Ratio (as of 5th April, 2021)



Gender	Number	Percentage
Male	280	54.37%
Female	235	45.63%

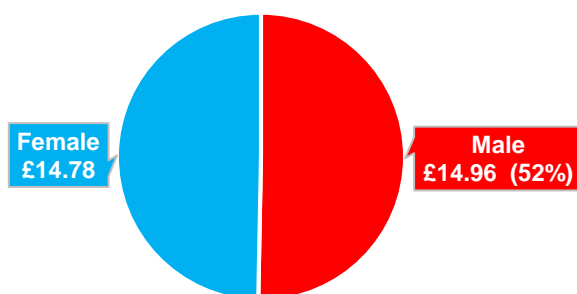
Mean and Median Pay Gaps

Mean

Males at Connexus are paid a mean difference of £0.18 more per hour than females. This is a percentage difference of 1.2% and is £1.09 less per hour difference than our previous year's reported gap (£1.27). This means our Mean Pay Gap percentage has reduced for four consecutive years, with the latest year presenting the smallest mean pay gap. The current year's gap of 1.2% compares to 11.1% in 2018, 9.1% in 2019 and 8.4% in 2020.

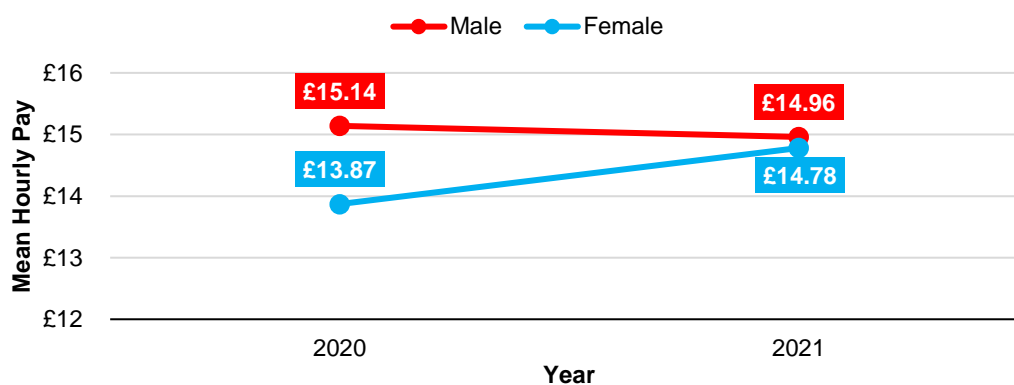
There has been a mean decrease in hourly pay for males compared to 2020 with males paid £0.18 less than the previous year (£14.96 in 2021 compared to £15.14 in 2020). Females are paid £0.91 more than in the previous year (£14.78 in 2021 compared to £13.87 in 2020).

Figure 2: Mean Pay Gap (as of 5th April, 2021)



Gender	2020	2021
Male	£15.14	£14.96
Female	£13.87	£14.78

Figure 3: Year on Year Mean Hourly Pay



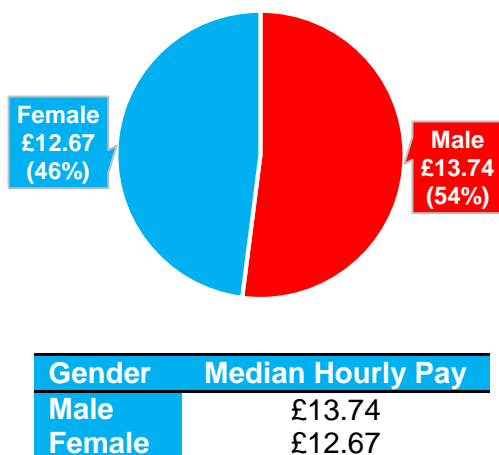
Median

Males at Connexus are paid a median difference of £1.07 more than females in hourly pay. This is a percentage difference of 7.8% and is £0.84 less than our previous year's reported gap (£1.91).

Our Median Pay Gap of 7.8% and is lower than our median gap of 14.2% in 2020 but higher than our median gap of 7.3% in 2019.

There have been median increases in hourly pay for both genders compared to 2020. Males are paid £0.27 more than in the previous year (£13.74 in 2021 compared to £13.47 in 2020) and females are paid £1.11 more than in the previous year (£12.67 in 2021 compared to £11.56 in 2020) – a difference of £1.38 in pay increase between genders.

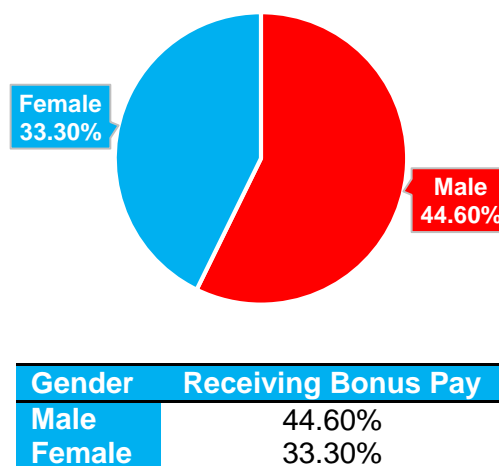
Figure 3: Median Pay Gap (as of 5th April, 2021)



Mean and Median Bonus Pay Gaps

During the period from 4th April 2020 to 5th April 2021, 77.9% of colleagues received a bonus payment. 33.3% of these colleagues were female and 44.6% were male. 11.3% more male colleagues received bonus pay than females. NB: bonus payments were removed as a result of the terms and conditions review from January 2020, however, additional payments were made during 2020 as goodwill gestures to colleagues working through the Covid-19 lockdowns.

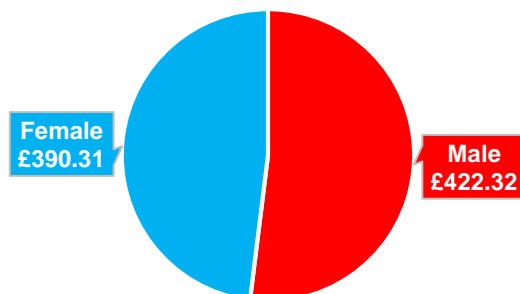
Figure 4: Percentage Receiving Bonus Pay (in the 12 months up to and including 5th April, 2021)



The mean average bonus pay was £422.32 for male colleagues and £390.31 for female colleagues. Males at Connexus were paid a mean difference of £32.01 more. This is a

percentage difference of 7.6%, compared to a difference of 23.8% in favour of males in the previous year.

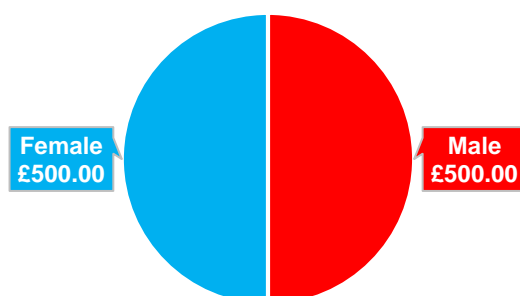
Figure 5: Mean Bonus Pay
(in the 12 months up to and including 5th April, 2021)



Gender	Mean Bonus Pay
Male	£422.32
Female	£390.31

Males and females at Connexus were paid a median bonus pay of equal amounts (£500).

Figure 6: Median Bonus Pay
(in the 12 months up to and including 5th April, 2021)



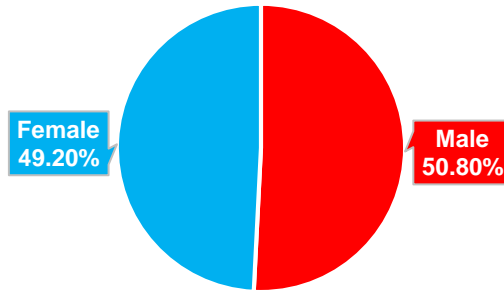
Gender	Median Bonus Pay
Male	£500.00
Female	£500.00

Pay Quartiles by Gender

Our Lower Quartile range of hourly pay is £1.80 to £11.46 based on a full time equivalent. This is statistically skewed by our Mobile Responder service and zero hours contracts – Connexus adhered to the government standards of apprentice and National Living/Minimum wage. In June 2021, Connexus moved to paying the Real Living Wage.

Of the people in the lower quartile, 50.8% are male and 49.2% are female, meaning there are 1.6% more males than females. This is 26.4% more men than our reported ratio of 28.0% in 2020 (males 36.0%, females 64.0%) with males now the majority receiving lower quartile pay.

Figure 7: Lower Quartile Ratio (as of 5th April, 2021)

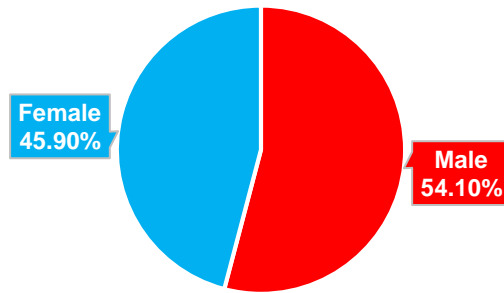


Gender	Lower Quartile Ratio
Male	50.80%
Female	49.20%

Our Lower Middle Quartile range of hourly pay is £11.46 to £13.47.

Of the people in the lower middle quartile, 45.9% are female and 54.1% are male, meaning there are 8.2% more males than females. This is 5.4% more males than our reported ratio of 2.8% in 2020 (males 48.6%, females 51.4%), again with males now the majority receiving lower middle quartile pay.

Figure 8: Lower Middle Quartile Ratio (as of 5th April, 2021)

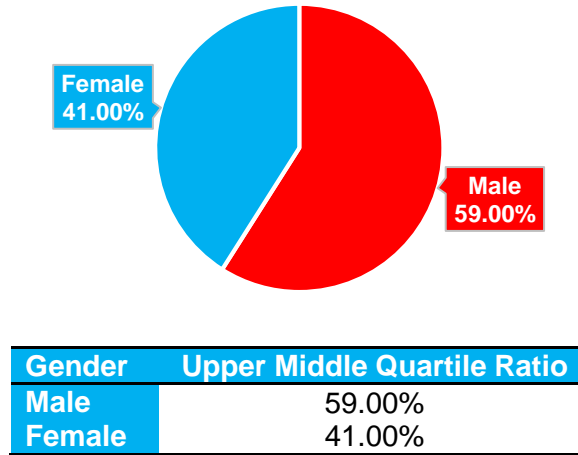


Gender	Lower Middle Quartile Ratio
Male	54.10%
Female	45.90%

Our Upper Middle Quartile range of hourly pay is £13.47 to £16.50.

Of the people in the upper middle quartile there are 59.0% males and 41.0% females, which is a percentage difference of 18.0% with the majority being male. This is 15.8% less males than the percentage difference of 33.8% in 2020 (males 66.9%, females 33.1%).

Figure 9: Upper Middle Quartile Ratio (as of 5th April, 2021)



Our Upper Quartile range of hourly pay is £16.50 to £76.91.

Of the people in the upper quartile there are 13.2% more males than females. This means the gap has decreased from the 2020 ratio of 18.8% (males 59.4%, females 40.6%).

Figure 10: Upper Quartile Ratio (as of 5th April, 2021)

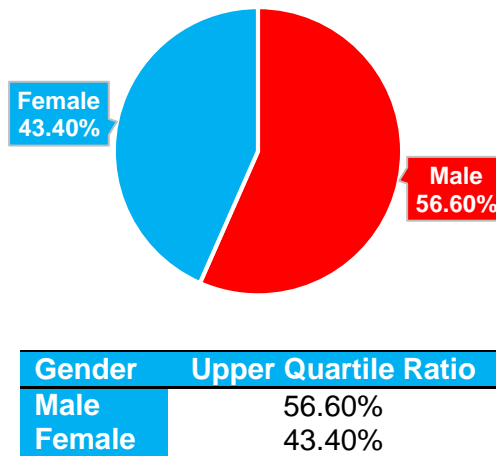
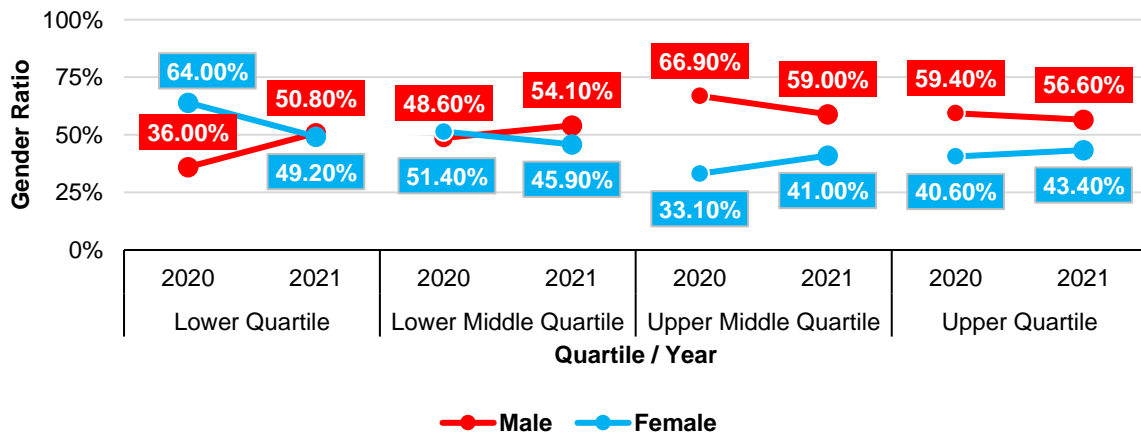


Figure 11: Year-on-Year Quartile Comparison



Understanding and Closing Our Gender Pay Gap

In order to understand the data in more detail, it is important to understand the key functionality of Connexus and our demographics.

Connexus is a not-for-profit organisation and consists of a Board, committee members, a chief executive, directors and a variety of colleagues with wide ranging professions and skillsets. We are a Housing Association based in rural Herefordshire and Shropshire and have central support teams, housing teams, wellbeing support, and a large number of trades/assets colleagues. Trades colleagues, even with proactive recruitment, are predominantly male.

Unemployment in our rural counties is at a year-on-year low, which is also the case in many rural locations across Great Britain. We are still at a greater rate of overall employment than in the West Midlands and Great Britain generally.^{1,2} Connexus operates in demographic areas where there are limited rates of people available for work aged between 16 and 64, and, as a result of Brexit, predictions are that some trade and construction skills sets will only become harder to recruit.³ Forecasts predict construction output levels will return to pre-Covid levels during 2022, requiring the construction sector to recruit an extra 217,000 workers by 2025 with West Midlands set to lead demand.⁴

Connexus promotes flexible and part-time working options in many roles to support us to recruit and retain the best talent. Hybrid working is promoted in new and existing roles to further promote flexible approaches and different ways of working to meet customer and business need.⁵

At Connexus, we recognise the importance of having the right colleagues in the right roles with fair and equitable reward packages. We endeavour to reduce the gender pay gap and see greater diversity at all levels. In 2021, we have done the following;

- Widened our approach to benchmarking to enable consideration of market forces beyond the housing sector
- Reviewed our approach to starting salaries
- Reviewed our Remuneration and Pay Policy
- Proactively benchmarked specific roles
- Undertaken proactive recruitment
- Offered flexible working / working differently / being creative in our role creation
- Maintained and developed technologies to support different ways of working across Connexus and our regions / geography
- Continued commitment to the apprenticeship offer and have increased the pay
- Continued commitment to colleague development
- Developed a new Equality, Diversity and Inclusion Policy and Plan
- Increased pay to Real Living Wage

We have a new People Strategy and are committed to greater diversity at all levels.

Declaration

The calculations in this report have been carried out in line with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

References

¹ <https://www.nomisweb.co.uk/reports/lmp/la/1946157169/report.aspx>

² <https://www.nomisweb.co.uk/reports/lmp/la/1946157170/report.aspx>

³ <https://www.citb.co.uk/about-citb/construction-industry-research-reports/search-our-construction-industry-research-reports/forecasts/csn-forecasts-2019-2023-uk/>

⁴ <https://www.politicshome.com/members/article/ciob-responds-to-citb-construction-output-forecast>

⁵ <https://connexus-group.co.uk/documents>