



Gender Pay Gap Report

April 2023



TILIA
HOMES

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1. Introduction

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap data. Gallagher Reward Consulting has been tasked with providing the gender pay gap reporting requirements for Tilia Homes as of the 5th of April 2023 snapshot date.

A gender pay gap is a measure of the difference in the average pay of all men and of all women in an organisation, regardless of the roles that they do. It is not the same as an equal pay comparison, which directly compares the pay of two or more people carrying out the same jobs, similar jobs or work of equal value.

The information submitted by complying employers is published on the government-sponsored website. Employers are required to publish the overall mean and median gender pay gaps, the difference in mean and median bonus payments paid to men and women, the proportion of male and female employees that received a bonus, and the gender distribution across the pay quartiles.

The calculations make use of two types of averages:

- A mean average involves adding up all of the numbers and dividing the result by how many numbers were on the list. This average places the same value on every number and so can be easily distorted by a small number of very high or low earners.
- A median average involves listing all of the numbers in numerical order and taking the middle number. This indicates what the 'typical' situation is, as extremes of low and high pay do not affect the median.

2. Gender Pay Gap Statement

The construction industry is a predominantly male environment and our gender pay gap is indicative of the sector in which we operate. In order to bridge and reduce the pay gap we have identified a number of initiatives to start us on our journey.

- Engage with schools and colleges to draw attention to the range of careers within our business. By speaking with young people who have not yet decided on their career path we can inspire them to join our industry. This activity crosses both genders and can help spark thought and action within young females.
- Raise our business profile within the regions we operate by attending careers fairs. Here we can engage with a cross section of the public and talk to women about potential careers within our organisation.
- Actively nurture the female talent within our business supporting their learning and developing their careers so that they are well equipped to take on more managerial and leadership roles, reducing the gap within the higher pay quartiles.

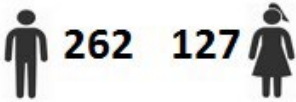
We recognise that given the nature of our business that these plans will take some time to come to fruition, however through raising awareness and setting goals we will make inroads to addressing this situation. Each year we will take time to review how we are performing towards achieving our objective and set targets to help us get there more quickly.

Justine Yeomans

HR Director

3. Summary of Gender Pay Gap Key Figures

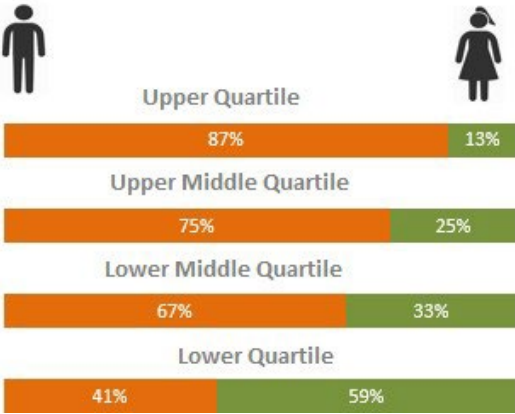
Tilia Homes



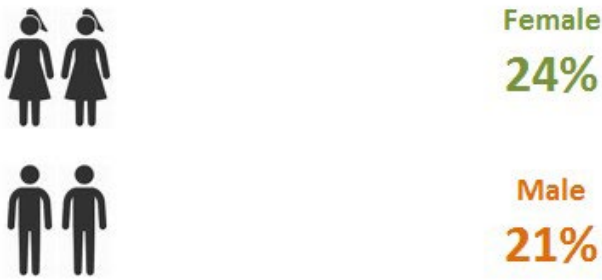
Gender Pay Gap	Mean	Median
	34.4%	35.2%

Gender Bonus Gap	Mean	Median
	14.9%	-87.3%

Proportion of female and male employees in each salary quartile band



Proportion of employees who received bonus pay



4. Understanding the Data

4.1 Mean and Median Hourly Pay Rates

Mean Hourly Pay Rates

The mean hourly rates are currently favouring male employees by 34.4%. This is well above the national mean of 13.9% according to the Office for National Statistics, 2022.

Mean Hourly Pay Differences	
Male Hourly Rate	£29.97
Female Hourly Rate	£19.65
Pay Gap	34.4%

Median Hourly Pay Rates

The median hourly rates are also currently favouring male employees by 35.2% and is considerably higher than the national median of 14.6% according to the Office for National Statistics, 2022. This may be due in part to a significantly higher proportion of male than female employees found in the top pay quartile.

Median Hourly Pay Differences	
Male Hourly Rate	£23.60
Female Hourly Rate	£15.29
Pay Gap	35.2%

4.2 Bonus Payments and Participation

Bonus Payments

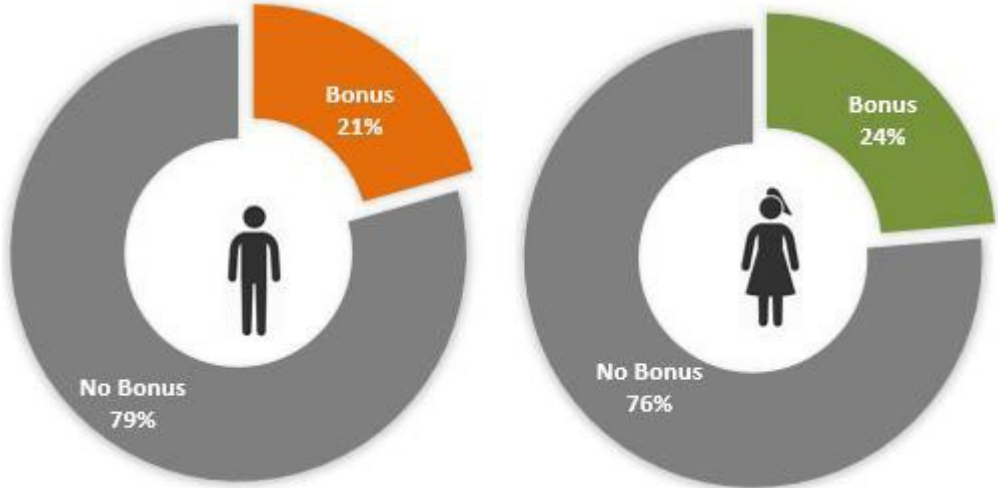
The bonus gap at Tilia Homes is currently favouring male employees at the mean by 14.8%. However, the situation reverses when considering the median, with female employees having a higher bonus by 87.29%.

The narrower range in the bonus amounts found in the smaller female data set (n = 30) compared to a much wider range in the larger male data set (n =54) who are in receipt of bonuses would indicate that the data set somewhat distorts the result.

Gender	Number receiving a bonus	% Bonus Distribution	Mean Bonus Pay Differences	Median Bonus Pay Differences
Male	54	20.61%	£14,870.27	£6,208.27
Female	30	23.62%	£12,657.30	£11,627.50
Bonus Gap			14.8%	-87.2%

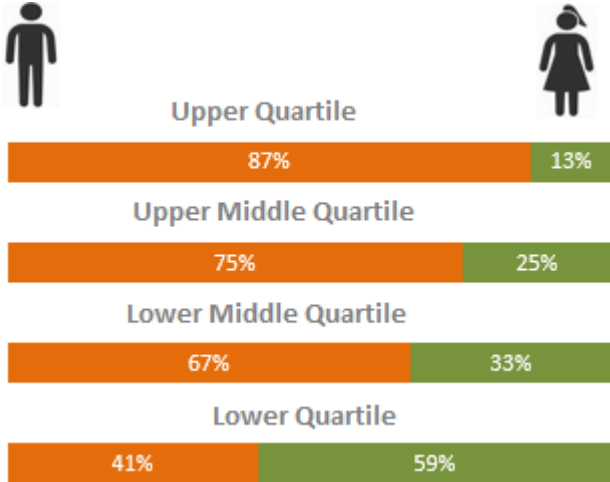
Bonus Participation

From the charts below we can see a slightly greater proportion of female employees are receiving a bonus.



Pay Quartiles

When we observe the distribution of female and male employees within the quartiles, as shown in the bar chart below, we can see that female employees are underrepresented in the top three quartiles, particularly in the highest two pay quartiles.



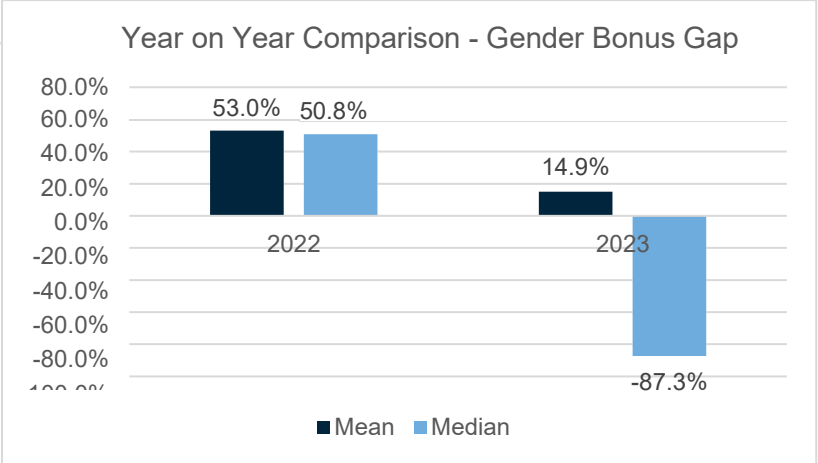
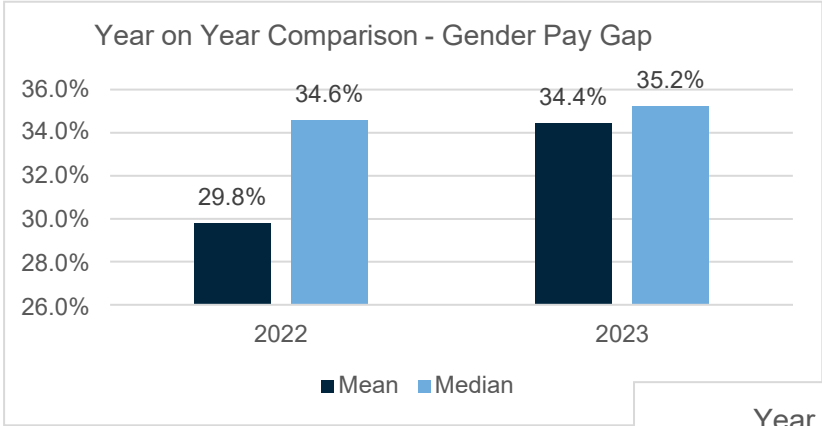
5. Trend Comparison

When we consider year on year comparison, we have noted that in 2023 there has been a widening of the gender pay gap at both the mean and median and are paying particular attention to this trend. The mean gap has increased by 5% and the median gap has widened slightly by 1%. This indicates that the disparity between average male and female pay has grown over the past year.

We observe an improved gender bonus gap at the mean, narrowing from 53% to 14.9%. However, the median bonus gap swung dramatically in the opposite direction, from 50.8% to -87.3%. Both genders saw a reduction in the percentage receiving any bonus compared to the prior year. We recognise bonus pay encompasses diverse incentives like profit-sharing and performance awards which can drive a wide range in amounts reported.

Metric		2022	2023	Variance since last year
Gender Pay Gap	Mean	29.8%	34.4%	+5%
	Median	34.6%	35.2%	+1%
Gender Bonus Gap	Mean	53.0%	14.9%	-38%
	Median	50.8%	-87.3%	-138%
% of receiving Bonus	Males	36%	21%	-16%
	Females	39%	24%	-15%

When we look across the last 2 years, we observe greater fluctuation in the gender bonus gap, particularly at the median relative to gender pay levels.



6. Appendix 1: The Regulations Explained

The UK Regulations on Mandatory Gender Pay Reporting require:

- Gender pay information to be reported by private and voluntary sector employers in England, Wales and Scotland with at least 250 employees
- Information to be published on a government-sponsored website by the 5th of April 2024, and annually thereafter

The main items to be reported on are:

- Mean and median hourly pay difference
- Mean and median bonus pay difference
- Proportion of male and female employees receiving bonus
- Male and female headcounts within each pay band*

*Pay bands are as follows:

- Lowest paid to lower quartile
- Lower quartile to median
- Median to upper quartile
- Upper quartile to highest paid

Definitions

- Lower Quartile: The point below which 25% of the recorded salaries fall
- Median: The mid-point (50th percentile) in a range of figures, i.e. 50% of the sample is paid above this amount, and 50% are paid below this amount
- Upper Quartile: The point below which 75% of the recorded data falls
- Mean: The sum of all the numbers in a group divided by the number of numbers in the group.