



Gender Pay Gap Reporting

What is Gender Pay Gap Reporting?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 came into force on 1 October 2016 requiring all employers who employ 250 or more employees to publish, on their website, their overall mean and median gender pay gaps.

This report summarises the data for all eligible permanent or fixed term employees of First Choice Homes Oldham.

Understanding the data

Having a gender pay gap does not necessarily mean that as an organisation we have acted inappropriately or discriminatory.

We are required to publish:

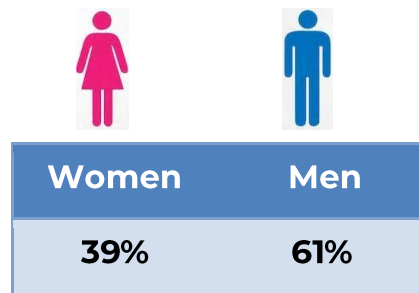
- the difference in the median hourly pay of men and women, expressed as a percentage
- the difference in the mean hourly pay of men and women, expressed as a percentage
- the difference in mean hourly bonus pay, expressed as a percentage
- the proportion of men and women who received bonus pay; and
- the percentage of men and women in each of four quartile pay bands.

The **median** is the **middle value** and is calculated by organising all of the hourly rates of pay in order and selecting the middle number.

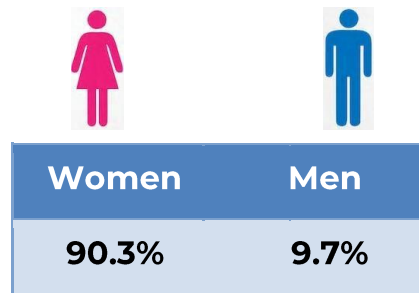
The **mean** is our **average pay** and is calculated by adding up all of our hourly rates of pay and dividing by the number of colleagues.

At First Choice Homes Oldham

On 5 April 2021,



356 permanent or fixed term employees



31 part-time employees

FCHO Gender Pay Gap

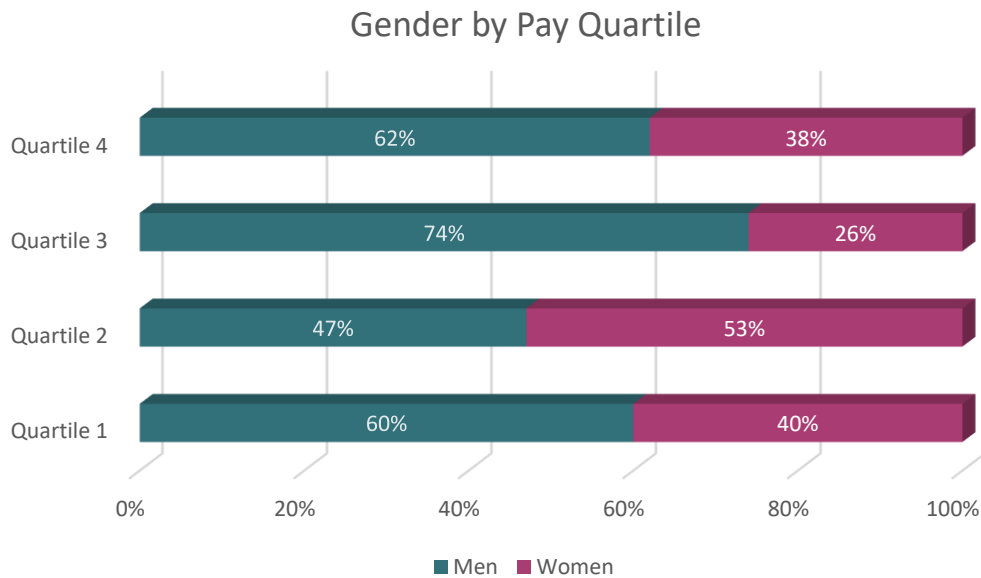
FCHO Median	FCHO Mean
Women earn 2.6% more than men	Women earn 6.4% more than men

UK Gender Pay Gap April 2021 (Median earnings)	
All employees	15.4% (men earn more)
Full time employees	7.9% (men earn more)
Part time employees	-2.7% (women earn more)

No bonuses were paid to men or women and therefore no gap exists.

Gender by Pay Quartile

The proportion of male and female employees in four pay bands ordered from the lowest pay band (Quartile 1) to the highest pay band (Quartile 4) is shown. The bands have been established by ranking all employees by average hourly pay, starting from the lowest to the highest paid and dividing into quartiles.



- The gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among both full-time employees and all employees.
- For FCHO, the overall median gender pay gap is significantly lower than the National Average with women earning more than men
- When looking at the national UK figures, the gender pay gap is higher for all employees than it is for full-time or part-time employees. This is because women fill more part-time jobs, which in comparison with full-time jobs have lower hourly median pay.

First Choice Homes Oldham approach and commitment

As an organisation we take equality, diversity and inclusion seriously with a clear strategy in place to embrace the value of our differences, creating a culture of inclusion and ensuring fairness for all of our people. We will continue to create an environment that provides equal opportunities to all colleagues to ensure irrespective of gender all reach their potential.

We will:

- Continue to monitor gender pay on a regular basis for First Choice Homes Oldham.
- Continue to ensure equal access to external recruitment and internal moves.