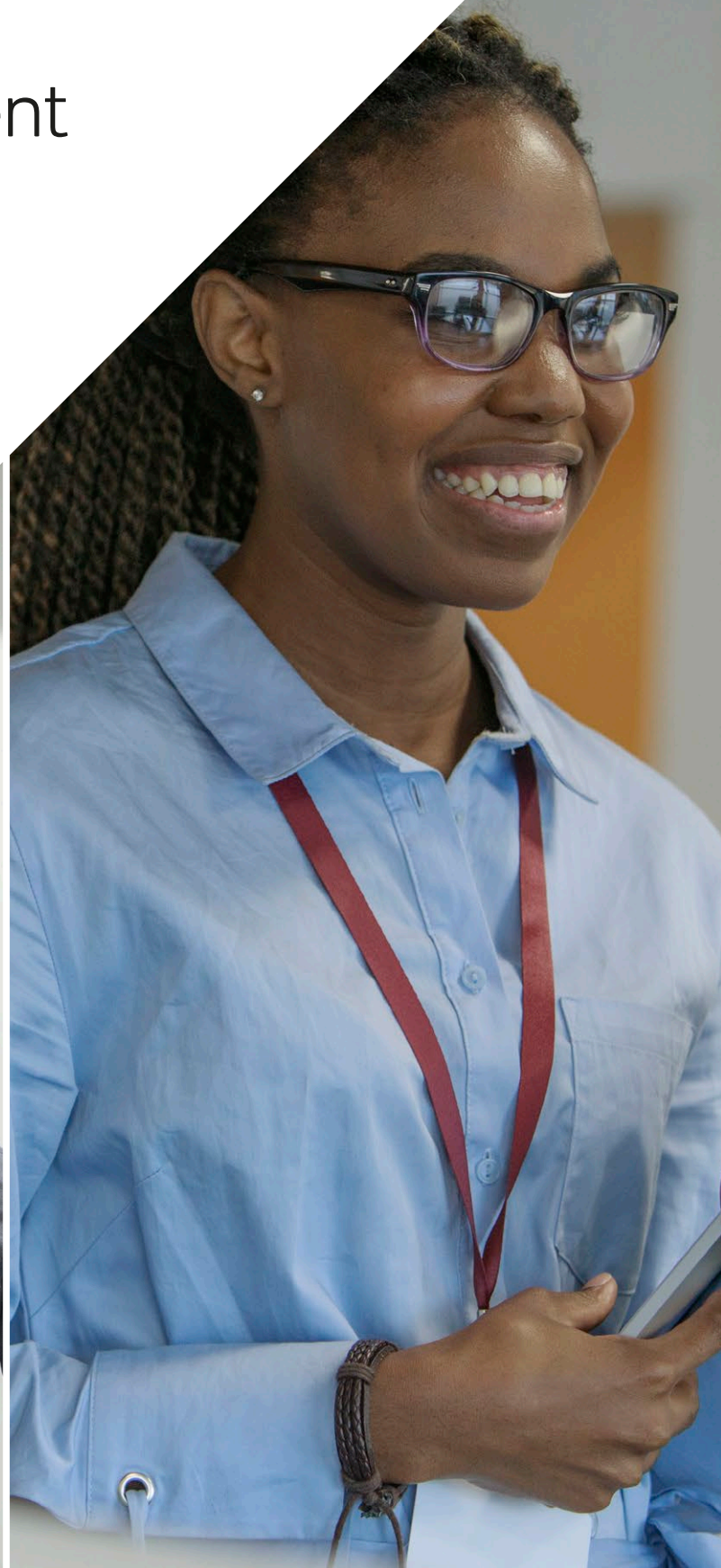


## Gender pay gap 2019/20 Supporting statement

Glasgow Housing Association  
[www.gha.org.uk](http://www.gha.org.uk)

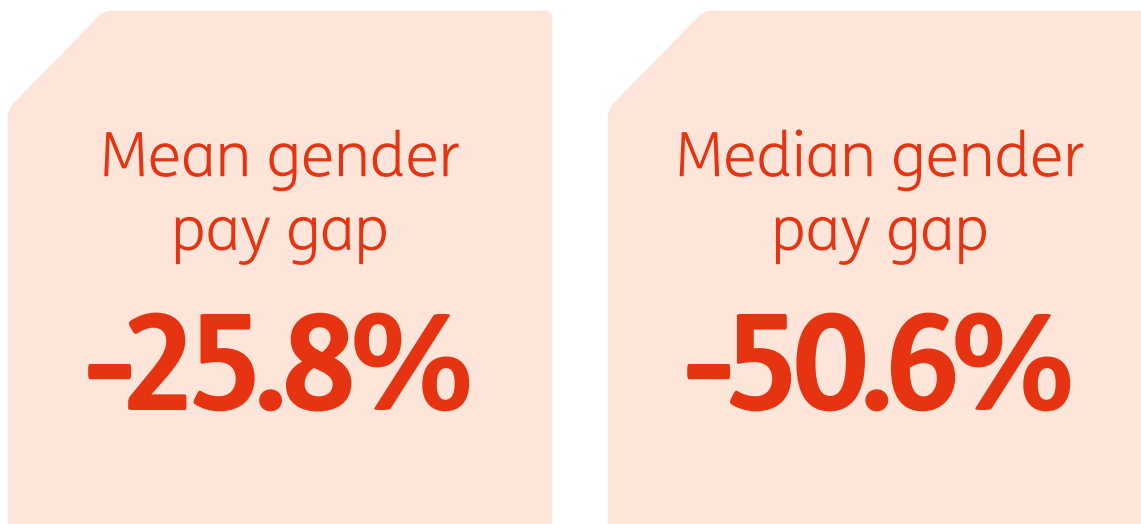


## Gender pay gap 2019/20

All organisations employing over 250 employees are required to publish their gender pay gap figures. The gender pay gap is always expressed as a percentage. It is calculated by working out the difference between the average pay of all male employees and the average pay of all female employees, and dividing that number by the average pay of all male employees. A negative pay gap figure would mean that the average pay of men is lower than the average pay of women.

In Glasgow Housing Association, average pay for women is higher than average pay for men. This is due to the distribution of more women in higher paid housing office jobs and more men in lower paid neighbourhood environmental jobs. Within each job role, men and women are paid the same.

### Difference in Average Pay

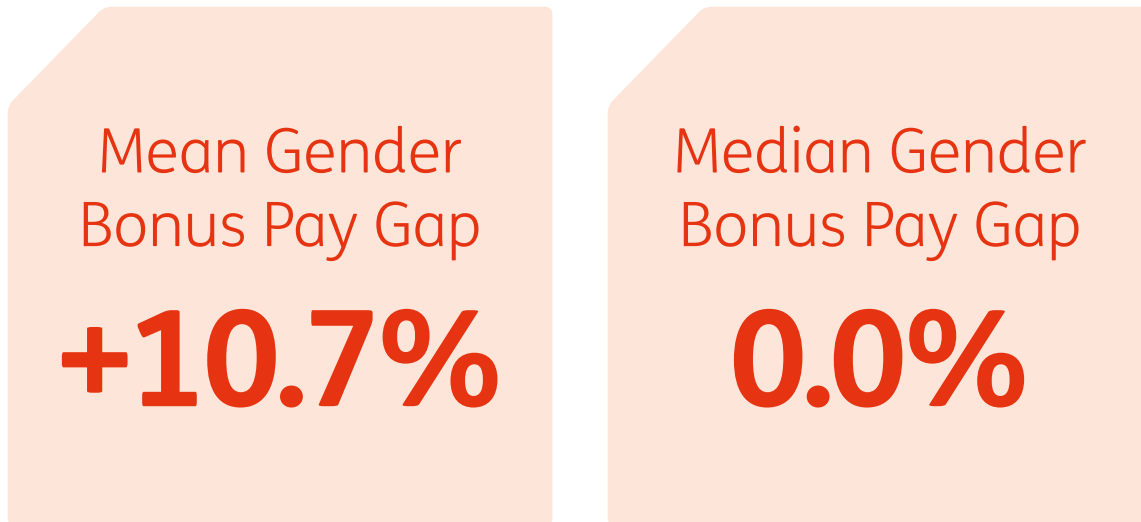


The mean pay gap figure means that adding up total pay and dividing by the number of staff, women are, on average, paid 25.8% more than men.

The median pay gap figure means that laying out all female staff together in order of pay and then all male staff in order of pay and comparing the pay rate in the middle of each list, the median pay rate for women is 50.6% higher than the median pay rate for men.

## Bonus payments

GHA paid a small number of bonus payments in the 12 months prior to April 2019.



This means that the mean average bonus pay for men was 10.7% higher than the mean average bonus for women.

The median bonus for men and the median bonus for women was exactly the same amount, which means that the median bonus pay gap is 0%.

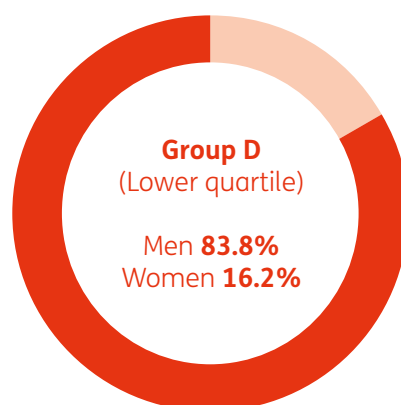
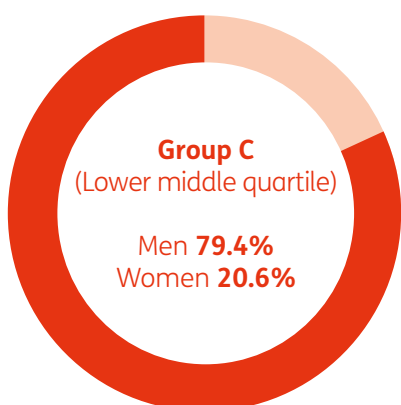
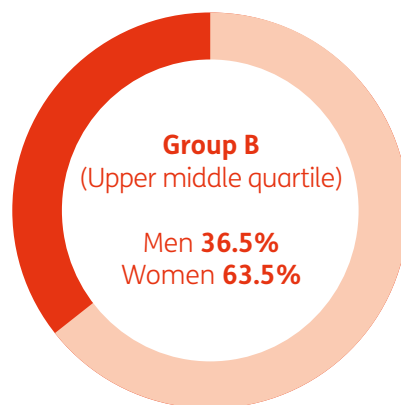
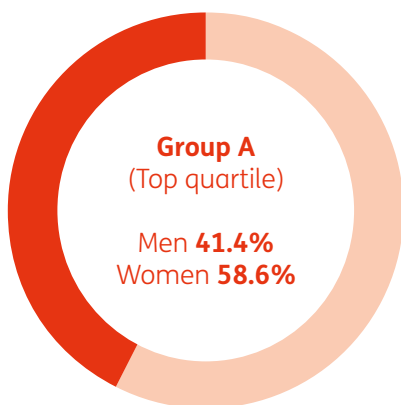
Proportion of staff receiving a bonus:

Men	0.40%
Women	0.50%

## Our people



## Quartiles



## Pay ranges

Group A, the **25% of highest paid staff**, includes our executive team, heads of departments in our support services and our Locality Housing Directors. We are committed to helping our staff develop and progress their careers. As a result many of our Housing Managers, who form part of the top quartile, have been promoted from our teams of Housing Officers where the split is **70.1% women to 29.9% men**. This is in line with the UK average, which shows a similar 70% / 30% distribution for the job of Housing Officer (Source: ONS Labour Force Survey 2018).

Housing Officers make up a significant proportion of the upper middle quartile (Group B) of earners.

Our family-friendly policies and flexible working options have had an extremely positive impact on our ability to attract and retain women. We recognise we still need to do more to attract men into Housing Officer positions.

We have high levels of staff retention and do not often need to recruit externally for roles in our local housing offices. Our main source of new talent for these roles is our Ignite Graduate programme and Modern Apprenticeship scheme. We monitor diversity in these programmes, including gender, and aim over time to achieve greater balance among our housing staff.

Men make up a clear majority in the **lower earning 50% of staff**. This is because our Neighbourhood Environmental Teams are made up of **96.8% men and 3.2% women**. These staff provide a range of services including concierge services in our multi-storey blocks and grounds maintenance.

GHA continues to offer training opportunities to those facing long-term unemployment and these schemes have been the main pathway for vacancies in our environmental teams. Our aim to attract more women into these roles is ongoing. Staff retention is again high, so we expect changes to the composition of the workforce to happen gradually over time.

I confirm the information in this statement is accurate.

**Steven Henderson**  
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