



Abri

Creating communities,  
empowering lives

# Gender Pay Gap Report

# 2023

# What is The Gender Pay Gap Report?

All companies in Great Britain (excluding Northern Ireland) with more than 250 employees are required to report annually on their Gender Pay Gap. The figures given are for a 'snapshot' date of 5 April 2023.

This report is seen as an important focus and catalyst to help us understand and address drivers of the Gender Pay Gap within the organisation.

At Abri, we take equality seriously and we are fully dedicated, including at Board and Executive team level, to continue to act and report on our progress.

We have made good progress in reducing our pay gap and we are committed to reducing it further. Our Gender Pay Gap action plan has been updated to continue to tackle the issues that contribute to the gap.

For the purpose of Gender Pay Gap reporting we must report figures for The Swaythling Housing Society Limited but for the purpose of transparency and to give a picture of the whole organisation, this report also includes Gender Pay Gap figures for Abri Group Limited and for Abri as a whole.



# Abri's Gender Pay Gap

Mean Pay Gap



Mean Bonus Gap



Median Pay Gap



Median Bonus Gap



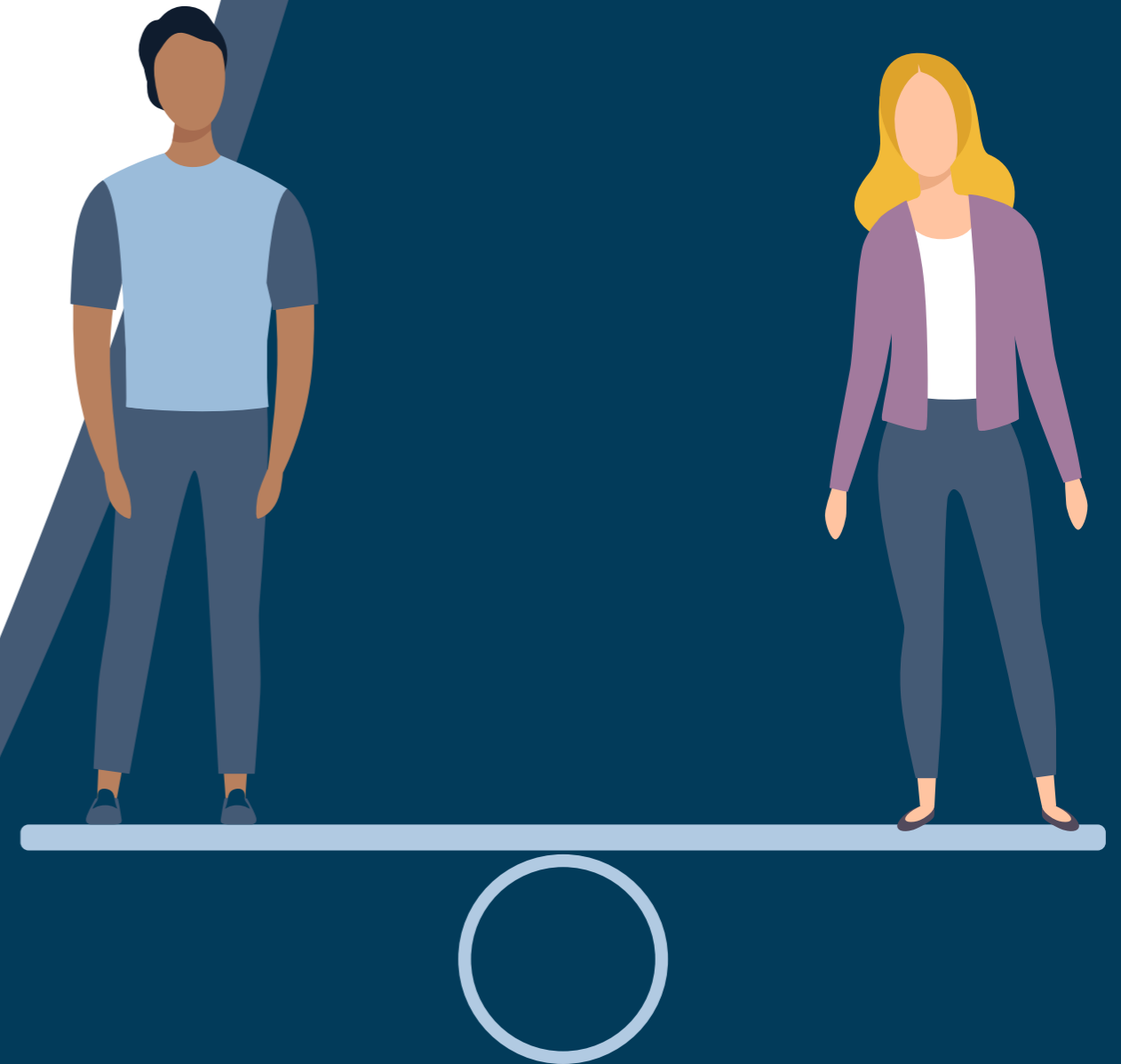
# Mandatory Metrics

## Year-On-Year Progress

Metric	The Swaythling Housing Society Ltd			Abri Group Limited			Abri		
	2022	2023	Difference	2022	2023	Difference	2022	2023	Difference
Mean gender pay gap %	10.3	2.9	down 7.4	16.1	12.5	down 3.6	10.7	3.6	down 7.1
Median gender pay gap %	9.0	4.3	down 4.7	8.2	9.1	up 0.9	9.8	3.9	down 5.9
Mean gender bonus gap %	72.7	21.9	down 50.8	0.0	0.6	up 0.6	71.3	21.2	down 50.1
Median gender bonus gap %	0.0	0.0	no change	0.0	0.0	no change	0.0	0.0	no change
% of males receiving bonus	89.7	93.6	up 3.9	100.0	98.0	down 0.2	90.4	92.8	up 2.4
% of females receiving bonus	92.2	93.0	up 0.8	100.0	100.0	no change	92.8	94.6	up 1.8

# Percentage of males and females in each pay quartile band

Band	Description
A	Includes all employees whose standard hourly rate places them in <b>the lower quartile</b>
B	Includes all employees whose standard hourly rate places them in <b>the lower middle quartile</b>
C	Includes all employees whose standard hourly rate places them in <b>the upper middle quartile</b>
D	Includes all employees whose standard hourly rate places them in <b>the upper quartile</b>



## Gender Pay Gap Report 2023

Abri			
Band	2022	2023	% Change
Band A - Males	33.2	46.9	+13.7
Band A - Females	66.8	53.1	-13.7
Band B - Males	50.1	48.7	-1.4
Band B - Females	49.9	51.3	+1.4
Band C - Males	51.6	51.5	-0.1
Band C - Females	48.4	48.5	+0.1
Band D - Males	57.6	56.2	-1.4
Band D - Females	42.4	43.8	+1.4

The Swaythling Housing Society Ltd			
Band	2022	2023	% Change
Band A - Males	35.5	48.6	-2.8
Band A - Females	64.5	51.4	+2.8
Band B - Males	48.0	47.9	-14.9
Band B - Females	52.0	52.1	+14.9
Band C - Males	52.7	51.1	-0.4
Band C - Females	47.3	48.9	+0.4
Band D - Males	56.9	56.5	+9.3
Band D - Females	43.1	43.5	-9.3

Abri Group Limited			
Band	2020	2021	% Change
Band A - Males	14.8	48.1	+33.3
Band A - Females	85.2	51.9	-33.3
Band B - Males	44.4	44.4	0.0
Band B - Females	55.6	55.6	0.0
Band C - Males	59.3	48.1	-11.2
Band C - Females	40.7	51.9	+11.2
Band D - Males	66.7	51.9	-14.8
Band D - Females	33.3	48.1	+14.8

# The figures explained

## Abri

- Mean Gender Pay Gap decreased by **7.1% to 3.6%**
- Median Gender Pay Gap decreased by **5.9% to 3.9%**
- Mean Gender Bonus Gap decreased by **50.1% to 21.2%**
- Median Gender Bonus Gap remained unchanged at **0%**

**It is very encouraging to see a further significant reduction in the gender pay gap and bonus gap for both Swaythling and Abri as a whole.**

## Swaythling Housing Society Limited

- Mean Gender Pay Gap decreased by **7.4% to 2.9%**
- Median Gender Pay Gap decreased by **4.7% to 4.3%**
- Mean Gender Bonus Gap decreased by **50.8% to 21.9%**
- Median Gender Bonus Gap remained unchanged at **0%**
- The proportion of females **increased** in Bands B, C and D (the highest pay bands)
- The proportion of females **decreased** in Band A (the lowest pay band)

## Abri Group Limited

- Mean Gender Pay Gap decreased by **3.6% to 12.5%**
- Median Gender Pay Gap increased by **0.9% to 9.1%**
- Mean Gender Bonus Gap increased by **0.6% to 0.6%**
- Median Gender Bonus Gap remained unchanged at **0%**
- The proportion of females **increased** in Bands C and D (the highest pay bands)
- The proportion of females **decreased** in Band A (the lowest pay band)

# What lies behind the Gender Pay Gap changes?

## The following factors are likely to have contributed to the decrease in the Gender Pay Gap

- Around 40% of our 367 new hires in 2022/23 were female. The average hourly rate of female hires was 1.5% higher than male hires and this contributed to the reduction in Abri's pay gap
- There were just over 300 leavers in 2022/23, split evenly between males and females. More than half of all leavers were in the lower pay quartile, and the number of female leavers in this quartile was significantly higher than the number of male leavers. This also contributed to the reduction in Abri's pay gap
- Salary increases, coupled with the effect of new hires and leavers, had a positive impact on the gender pay gap overall. The mean hourly rate for females increased by 15.6% compared to a 7.0% increase for males
- Under the revised Terms and Conditions implemented in 2021, Trades Related Pay (TRP) was withdrawn over a phased period between April 2021 and September 2022. The continued existence of TRP until September 2022 contributed to the Mean Bonus gap in April 2023, but its phased withdrawal resulted in a significant reduction in the gap compared to the previous year
- As a result of TRP ending, the Mean Bonus Gap is expected to reduce further in April 2024
- Having reviewed the underlying reasons for the changes to this year's Gender Pay Gap figures, the action plan has been revised with new actions intended to reduce the gap further.





# Calls to action

In keeping with our previous Gender Pay Gap reports, our actions are focused on attracting, progressing and keeping women in the workforce, and on continuing to ensure that the right culture exists within Abri to create a sense of belonging for all female colleagues.

We have a Gender Pay Gap action plan based on the information and data that was available at the time of writing this report.

## A summary of our action plan is outlined below:

- Ensure hiring managers consider the impact of recruitment and pay decisions on the Gender Pay Gap, supported by a review of all pay decisions by HR

- Identify how recruitment and pay decisions at a group level have the potential to increase or reduce the gap. Develop and implement targeted interventions to reduce the gap
- Continue to provide inclusive recruitment training for managers
- Use Gender Decoder to remove the potential for bias in our job adverts
- Continue to use specialist software to regularly analyse pay gaps, equal pay, and salary benchmark data
- Create a culture where agile working is accepted as the normal way of working and not an exception



## Gender Pay Gap Report 2023

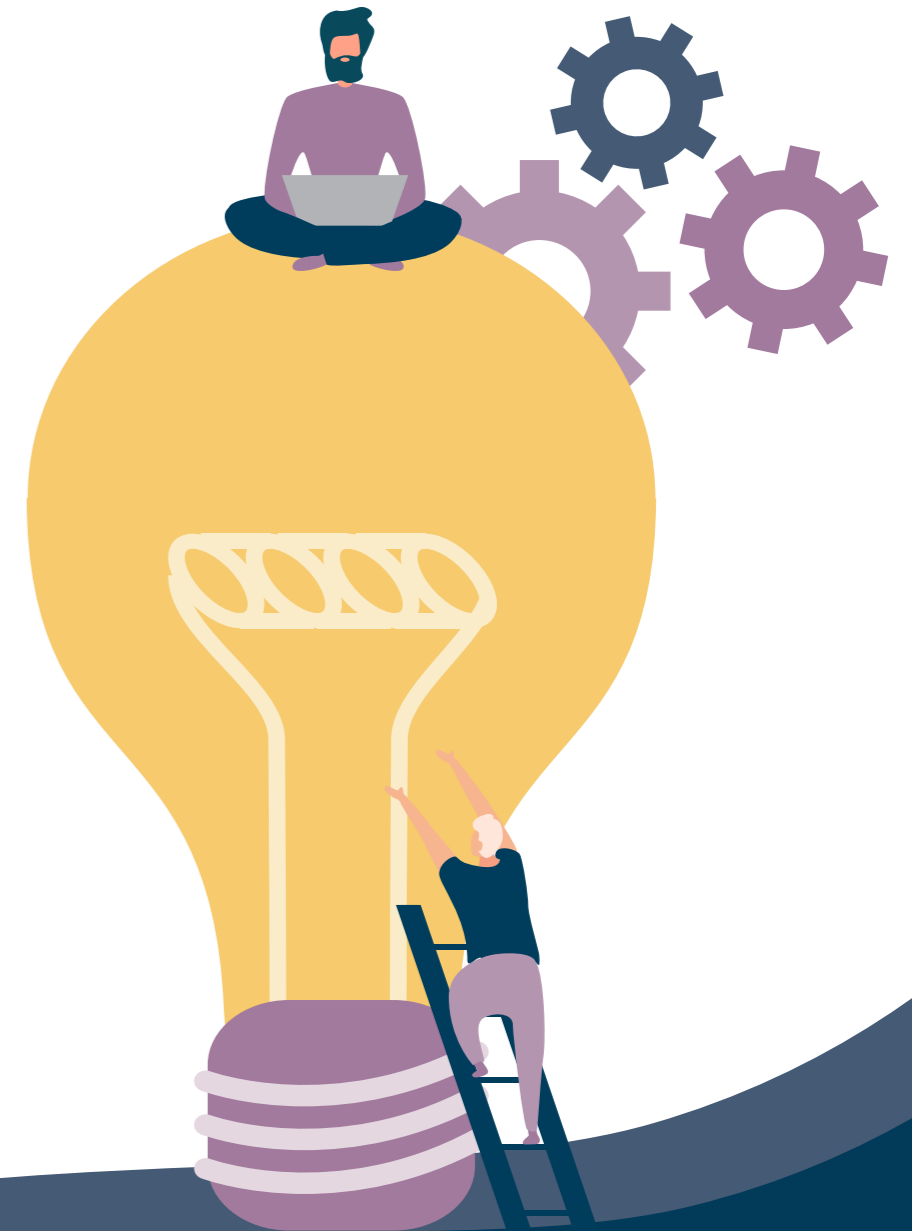
- Use equality impact assessments to identify any adverse impact in our restructuring or reorganisation proposals
- Continue to create learning opportunities including storytelling to support the understanding of subjects which impact female colleagues such as the menopause, fertility and gender equality in the workplace
- Use our LMS talent and succession module to identify a talent pipeline
- Encourage women in senior roles to come forward and speak about their journey
- Support the Women into Trades pilot project in partnership with Working Chance
- Develop a “first steps into management” and “future leaders” programme aimed at female colleagues
- Create male allies across Abri who can lend their voice to support their female colleagues

- Create task and finish groups to deliver actions which support gender equality
- Review “return to work” practices after maternity leave to create true flexible working
- Create safe spaces to enable women to come together and discuss issues that impact on their lives.

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**DECLARATION:** We confirm that the information and data reported are accurate and in line with the UK government’s Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Signed:**  
**Gary Orr, Group Chief Executive**



## Gender Pay Gap Report 2023

### EXPLANATION OF GENDER PAY GAP TERMINOLOGY

#### What is the Gender Pay Gap?

Companies who employ 250 people or more are required by law to publish their Gender Pay Gap and Bonus Gender Pay Gap. This means Abri must publish Gender Pay Gap figures for The Swaythling Housing Society Limited.

For the purposes of transparency we also publish figures for Abri Group Limited and Abri as a whole.

A Gender Pay Gap does not indicate an equal pay problem. There is a difference between the Gender Pay Gap and equality pay for men and women which was first brought into line with the 1970 Equal Pay Act.

#### Gender Pay Gap

The Gender Pay Gap is the difference between the average earnings of men and women, expressed relative to men's earnings. It is calculated using the hourly rate of pay for all employees employed on the 'snapshot date' of 5 April 2023 – excluding any employees on reduced pay (e.g. statutory maternity pay, statutory sick pay or unpaid leave).

#### Equal Pay

Equal pay is determined in law as the right for women and men to be paid the same when doing the same or equivalent work. It has been an aspect of UK sex discrimination law for over 40 years and the law is now incorporated into the Equality Act 2010.

#### The Mean Gender Pay Gap

The Mean Gender Pay Gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the Gender Pay Gap by adding together all the hourly rates of pay for men and for women and dividing by the total number of male and female employees respectively. This shows the difference between the average earning of men and women, expressed as a percentage relative to men's earnings.

#### The Median Gender Pay Gap

The Median Gender Pay Gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women. The median is calculated by ranking all the figures in descending order from the highest to the lowest and taking the figures in the middle of the list. The median therefore avoids potential 'skewing' influence of numbers at either extreme.

## Gender Pay Gap Report 2023

### Pay Quartiles

This is the percentage of male and female employees in four quartiles, calculated by ranking employees from the highest paid to the lowest paid and dividing our workforce into four equal parts called, according to government guidelines, upper, upper-middle, lower-middle and lower pay quartiles.

### Bonus Gender Pay Gap

To calculate the Bonus Gender Pay Gap, the legislation requires companies to use the actual value of the bonuses paid to people during the 12 months leading up to 5 April 2023. The reporting structure makes no allowance for the fact that people working part-time will be paid (pro rata) relatively smaller bonuses.

### The Mean Bonus Gap

The Mean Gender Bonus Gap is the difference in average bonus pay that male and female employees receive.

### The Median Bonus Gap

The Median Gender Bonus Gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.

