

The Abri logo consists of the word "Abri" in a white, sans-serif font, with a red curved line above the "i".

Abri

Creating communities,
empowering lives

Gender Pay Gap Report 2024



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 data in this report is based on a 'snapshot' date of 5 April 2024.

For the purpose of Gender Pay Gap reporting, we must report figures for The Swaythling Housing Society Limited (referred to in this report as "Abri") and Silva Homes Limited. To give a picture of the whole organisation, we also combine these figures in this report to produce Gender Pay Gap figures for Abri as a whole (referred to in this report as Abri group).

At Abri, we take equality seriously and we are fully committed, including at Board and Executive Team level, to reduce the gender pay gap.

Following several years of successfully reducing the pay gap, we were disappointed to see an increase this year.

We currently have a greater proportion of men than women in our more senior roles, and the proportion of men in those positions increased further during 2023/24. This was the primary cause of the increase in the pay gap.

We have updated our Gender Equity Action Plan to tackle the issues that contributed to the increase in this year's gender pay gap. We have also introduced internal quarterly gender pay gap reporting which will be used to monitor the effectiveness of the Action Plan throughout the year.

You can read more about the steps we're taking to reduce the gender pay gap in the Call to Action section of this report.

In the meantime we continue to support fair pay practices including regular equal pay audits, salary benchmarking and job evaluation.

Mandatory metrics

Year-on-year progress

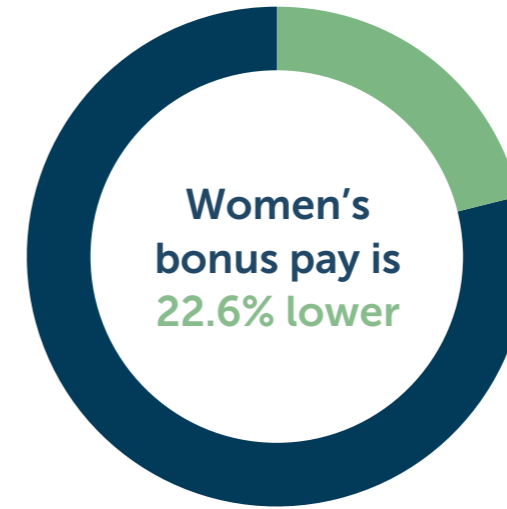
Metric	Abri			Silva Homes Limited			Abri group		
	2023	2024	Difference	2023	2024	Difference	2023	2024	Difference
Mean gender pay gap %	2.9	9.2	up 6.3	12.1	11.8	down 0.3	3.6	9.5	up 5.9
Median gender pay gap %	4.3	7.0	up 2.7	6.2	6.2	no change	3.9	7.0	up 3.1
Mean gender bonus gap %	21.9	22.9	up 1.0	-	-21.7	-	21.2	22.6	up 1.4
Median gender bonus gap %	0.0	0.0	no change	-	0.0	-	0.0	0.0	no change
% of males receiving bonus	93.6	90.7	down 2.9	-	6.0	-	92.8	79.2	down 13.6
% of females receiving bonus	93.0	90.9	down 2.1	-	7.1	-	94.6	79.5	down 15.1

Abri group's gender pay gap

Mean pay gap



Mean bonus gap



Median pay gap

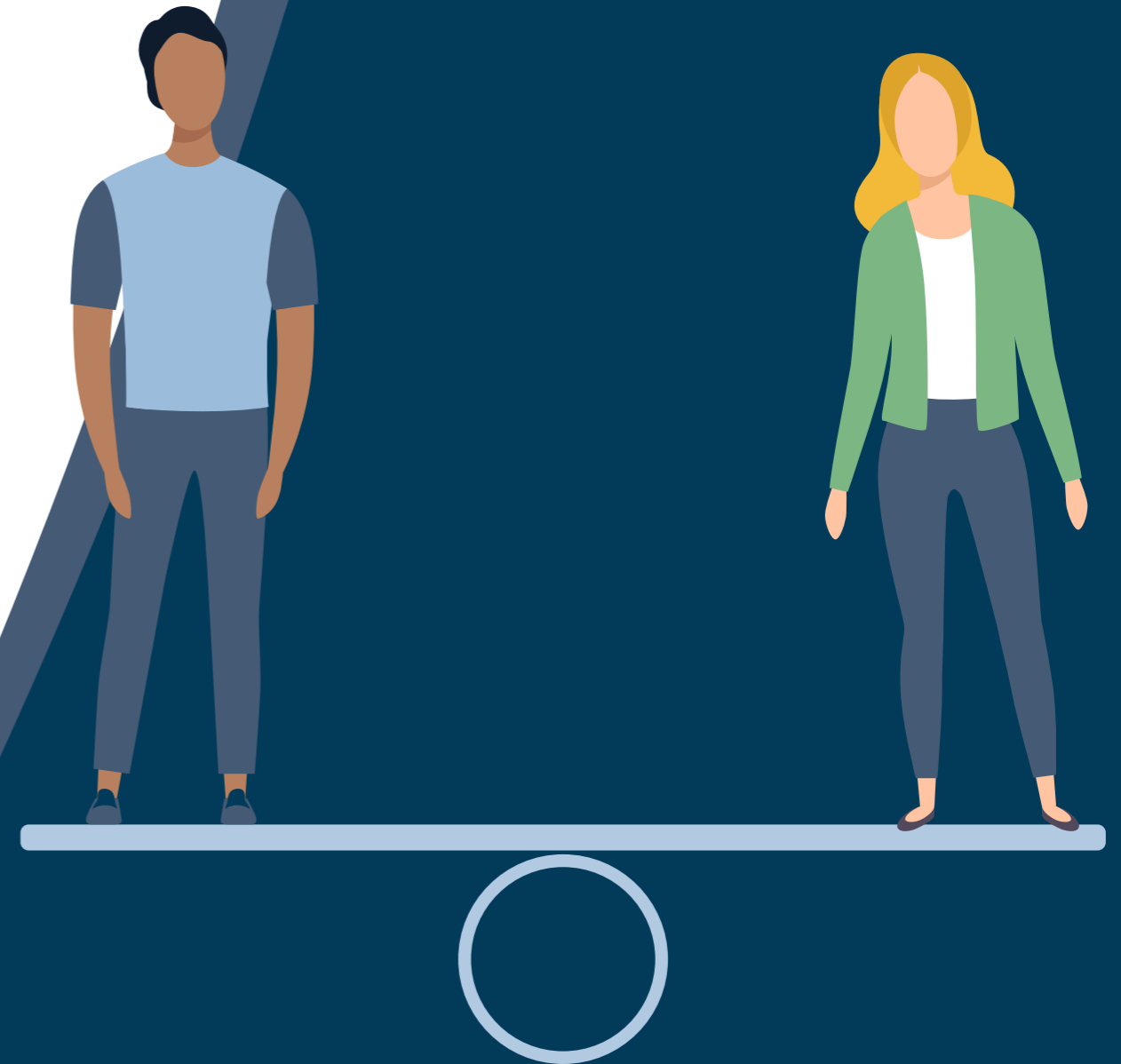


Median bonus gap



Percentage of males and females in each pay quartile band

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



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Abri group			
Band	2023	2024	% Change
Band A - Males	46.9	43.6	-3.3
Band A - Females	53.1	56.4	+3.3
Band B - Males	48.7	49.8	+1.1
Band B - Females	51.3	50.2	-1.1
Band C - Males	51.5	51.9	+0.4
Band C - Females	48.5	48.1	-0.4
Band D - Males	56.2	63.1	+6.9
Band D - Females	43.8	36.9	-6.9

Abri			
Band	2023	2024	% Change
Band A - Males	48.6	41.8	-6.8
Band A - Females	51.4	58.2	+6.8
Band B - Males	47.9	50.6	+2.7
Band B - Females	52.1	49.4	-2.7
Band C - Males	51.1	53.9	+2.0
Band C - Females	48.9	46.1	-2.0
Band D - Males	56.5	62.5	+6.0
Band D - Females	43.5	37.5	-6.0

Silva Homes Limited			
Band	2023	2024	% Change
Band A - Males	42.6	56.2	+13.6
Band A - Females	57.4	43.8	-13.6
Band B - Males	43.5	39.7	-3.8
Band B - Females	56.5	60.3	+3.8
Band C - Males	57.1	42.2	-14.9
Band C - Females	42.9	57.8	+14.9
Band D - Males	56.2	66.7	+10.5
Band D - Females	43.8	33.3	-10.5

The figures explained

Abri

- Mean gender pay gap increased by **5.6% to 9.2%**
- Median gender pay gap increased by **3.1% to 7.0%**
- Mean gender bonus gap increased by **1.0% to 22.9%**
- Median gender bonus gap remained unchanged at **0%**
- The proportion of females **increased** in Band A (the lowest pay band)
- The proportion of females **decreased** in Bands B, C and D (the highest pay bands)

Silva Homes Limited - background

- This is the first year that Silva Homes Limited is required to report its gender pay gap due to having more than 250 colleagues on the snapshot date
- In 2023, Silva voluntarily calculated its gender pay gap and this has allowed year-on-year figures to be published in this report
- Silva did not voluntarily calculate its gender bonus gap in 2023 and therefore year-on-year bonus figures are not available in this report

Silva Homes Limited

- Mean gender pay gap decreased by **3.6% to 12.1%**
- Median gender pay gap decreased by **0.3% to 5.9%**
- Mean gender bonus is **-21.7% ***
- Median gender bonus gap is **0%**
- The proportion of females decreased in Bands A and D (the lowest and highest pay bands)
- The proportion of females increased in Bands B and C (the middle pay bands)

* Bonus payments were limited to ad hoc "thank you" awards and recruitment referral payments.

What lies behind the gender pay gap changes?

The following factors are likely to have contributed to the increase in the gender pay gap

- 54% of Abri's 341 new hires in 2023/24 were male
- 38% of male hires were in the two upper pay bands compared to just 19% of female hires
- The average hourly rate of male hires was 6.6% higher than female hires

- There were just under 300 leavers in 2023/24, split evenly between males and females. The average hourly rate of female leavers was higher than male leavers.
- More males than females left the two upper pay quartiles, but there were significantly more male hires into these quartiles.
- More females than males received salary increases during the year, but the average male percentage increase was higher than females.
- Having reviewed these underlying reasons for the changes to this year's gender pay gap figures, the Gender Equity Action Plan has been revised with new actions intended to reduce the gap further.
- Abri is limited in its ability to manage the impact of voluntary leavers on the gender pay gap so the action plan focuses on recruitment practices, salary decisions, and continuing to build a culture where all colleagues can thrive.



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.

Our Gender Equity Action Plan is based on the information and data available at the time of writing this report.

A summary of our action plan is outlined below:

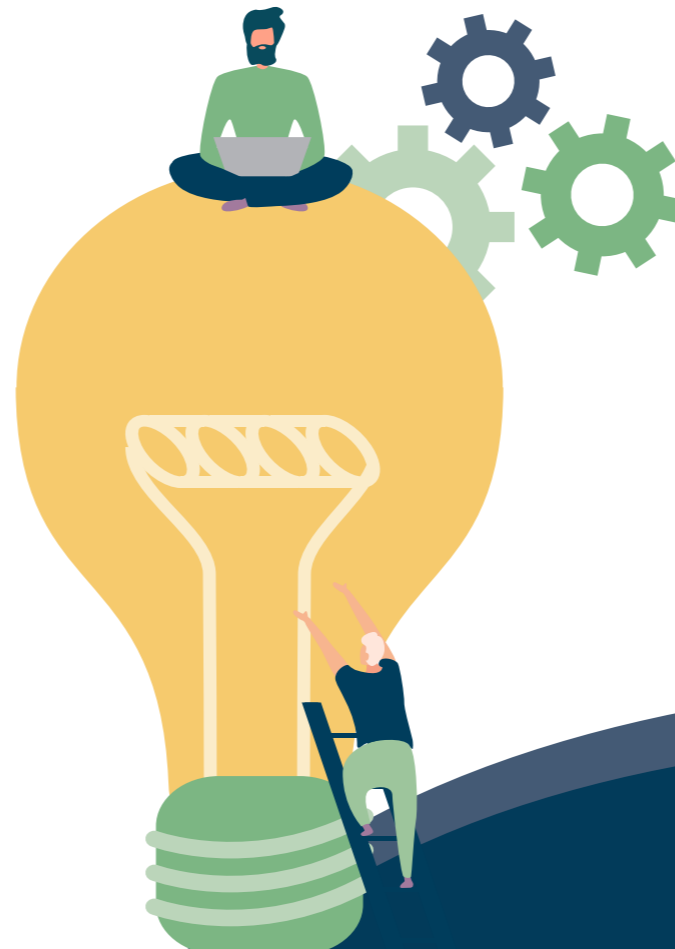
- Focus on increasing the number of females in upper pay quartiles by attracting, retaining and developing senior female colleagues.
- Track the proportion of female applicants for senior roles at the application, shortlisting and offer stage of the recruitment process. Use the data to create further actions aimed at reducing the gender pay gap.

- Use Gender Decoder to remove the potential for bias in our job adverts.
- Increase the number of job adverts which state that we are open to conversations about flexible working at the recruitment stage.
- Continue to provide inclusive recruitment training for managers.
- Improve the careers pages on Abri's website to showcase Abri's commitment to gender equity and the steps we are taking to achieve it.
- Continue to ensure hiring managers consider the impact of recruitment and pay decisions on the gender pay gap, supported by a review of all salary decisions by HR.
- Use equality impact assessments to identify any adverse impact in our policies, projects and restructuring proposals.



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- Continue to use specialist software to regularly analyse pay gaps, equal pay, and salary benchmark data.
- Encourage our EDI champions group to support gender pay gap action planning in their areas of the business.
- Support new parents via a network of parent buddies and support group.
- Create a culture where agile working is accepted as the normal way of working and not an exception.
- 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.



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

A handwritten signature in black ink, appearing to read 'Gary Orr', positioned below the printed name.

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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 T/A Abri and Silva Homes Limited.

For the purposes of transparency we also publish figures for for the Abri group 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 2024 – 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.

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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 2024. 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.

