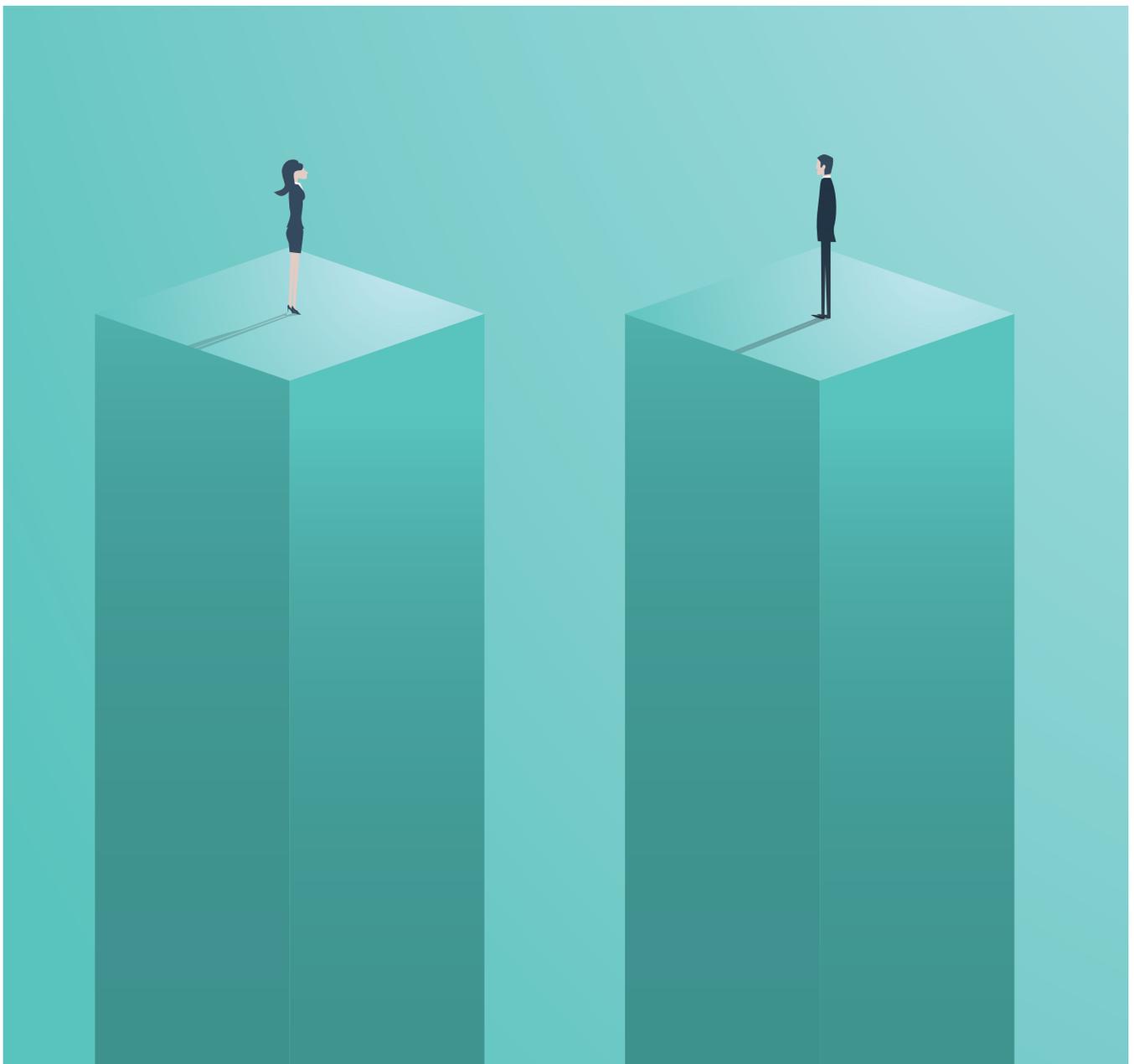
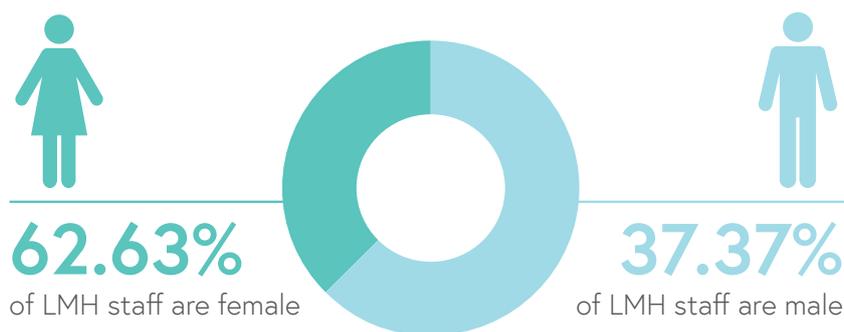


Gender Pay Gap Report

March 2018

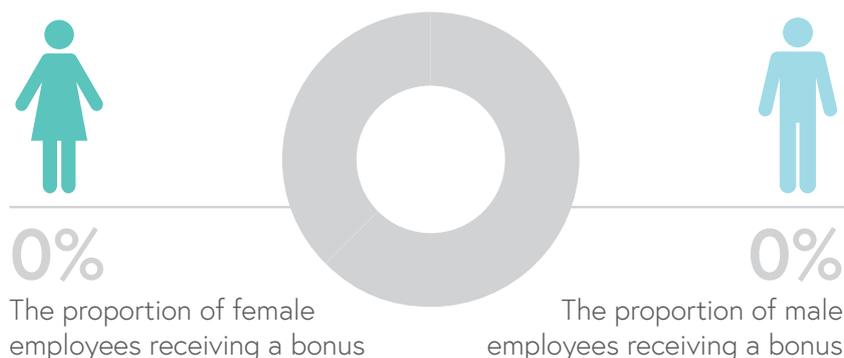


Liverpool Mutual Homes (LMH) is required by law to publish an annual gender pay gap report. This is our report for the snapshot date of 5 April 2017:



The gender pay gap is the difference in the average pay and bonuses of men and women across the organisation. Although we are confident that we have equal pay for work of equal value, we do have a gender pay gap when we compare the overall average pay for women and men.

Mean gender pay gap is **18.6%** Mean gender bonus gap is **0%**
 Median gender pay gap is **15.1%** Median gender bonus gap is **0%**



Pay Bands

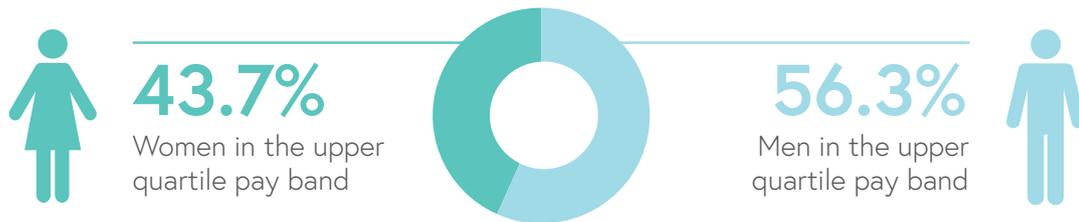
Below is the summary split of where men and women sit in terms of the quartile bands. We have split them into four equal bands a to give us our quartiles A, B, C and D.

Band	Men	Women	Description
A	16.9%	83.1%	Includes all employees whose hourly rate places them at or below the lower quartile.
B	32.4%	67.6%	Includes all employees whose hourly rate places them above the lower quartile but at or below the median.
C	54.9%	45.1%	Includes all employees whose hourly rate places them above the median but at or below the upper quartile.
D	56.3%	43.7%	Includes all employees whose hourly rate places them above the upper quartile.

The above table shows that there is a higher proportion of women in Bands A and B, whereas Bands C and D have a higher percentage of men.

What are the underlying causes of our gender pay gap?

Women are under-represented in more senior roles at LMH. Our workforce gender split is 62.63% women and 37.37% men. However women represent only 43.7% of the upper quartile of our pay bands.



Observations of the gender pay gap at LMH

At the snapshot date the number of males employed at LMH was 115 and the number of females employed was 175. The average (mean) gender pay gap at LMH is 18.6%. The primary driver for this position is that nearly two thirds of the workforce is female although there is a majority of male employees in senior management positions.

There are also historical differences in pay through moving from an incremental pay system to the current pay system at LMH. Actions were in place to reduce the pay gap over the years through the use of Service Improvement Plans (SIPS) but as one of the main business targets, attendance, has not been consistently met the gap has not closed as much as envisaged.

How does LMH's and HMS gender pay gap compare with other organisations?

The median gender pay gap for the whole economy (according to the 2017 ONS ASHE figures) is 9.1%. As stated above LMH is 18.6% and HMS 16.7%, these figures are typical of the sector.

Gender pay gap and equal pay

The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the differences in the average pay between men and women.

If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are. In some cases, the gender gap may include unlawful inequality in pay but this is not necessarily the case and is not the case in LMH.

Current Actions regarding Pay within the LMH Group

An independent exercise to benchmark market conditions for pay across the Group is being carried out. It is expected that the outcome of this exercise will enable the Group to address any anomalies in pay and, hence, should help in addressing the gender pay gap.

It is important to note, however, that the current system for pay across the Group is gender neutral albeit that some historical issues still need to be addressed.

Further actions will be taken to review succession plans in order to encourage the development and progression of women into more senior roles.

The Group will also continue to actively encourage flexible working across the organisation, in every role, at every level, to ensure that our staff have the opportunity to work in a way that works best for their career aspirations and home life.



Gender Pay Gap Report

March 2018

The Observatory
1 Old Haymarket
Liverpool
L1 6RA

info@liverpoolmh.co.uk
www.liverpoolmutualhomes.org