



Connexus Gender Pay Gap Report

April 2021

Submission to the Gender Pay Gap Service: 19th March, 2021
Snapshot: 5th April, 2020

Foreword

Connexus is committed to creating and building an environment where all our people can grow, develop and achieve their potential. Recruiting, retaining and developing the right people sits at the top of our list of commitments as it helps ensure that we can deliver on our Corporate Plan and put our customers first.

At Connexus, there is no difference between the pay of men and women employed in the same or equivalent roles. We know this because in January 2020 we completed a review of our terms and conditions which included undertaking external benchmarking for all roles. As part of this review we use market supplements where it is relevant to do so and some roles which saw a reduction in salary are in receipt of pay protection in line with our policy framework.

Despite this when we look across our entire workforce, we see a difference between the average hourly pay of men and women. We know that the representation of women in our trade roles continues to be a challenge. We know this is a significant issue and that it will take a long time to rectify across all sectors; we don't underestimate the scale of the task.

Our review of terms and conditions was a step towards pay equality, and whilst we recognise that it may take some time to see a significant change, we are committed to making this happen.

As an organisation, we believe that the solution to improving our pay gap is wider than just focussing on the differences between the average pay of men and women. Our aspiration is that initiatives such as Smart Working, our People Strategy and other innovative programs can result in us being a more empowered, confident and agile organisation, in which we see greater diversity at all levels.

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Introduction

Connexus supports fair treatment and reward for all colleagues and recognises that the gender pay gap is different to equal pay.

The Gender Pay Gap is the calculated difference between the average (mean or median) earnings of men and women across our workforce. This allows us to be transparent about gender pay differences and to take positive action.

As required in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, we are required to publish:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of male and female colleagues receiving bonuses
- Proportion of male and female colleagues in each quartile of our pay structure

Published Data

The deadline for this publication on the Gender Pay Gap Service is 4th April, 2021. The snapshot date required is 5th April, 2020, with bonus payments made in the 12 months up to and including this date. You can view our published data on the [Gov.UK Gender Pay Gap Service](#).

9 colleagues on sickness and statutory leave were excluded from our calculations in order to follow the guidance provided by the regulations.

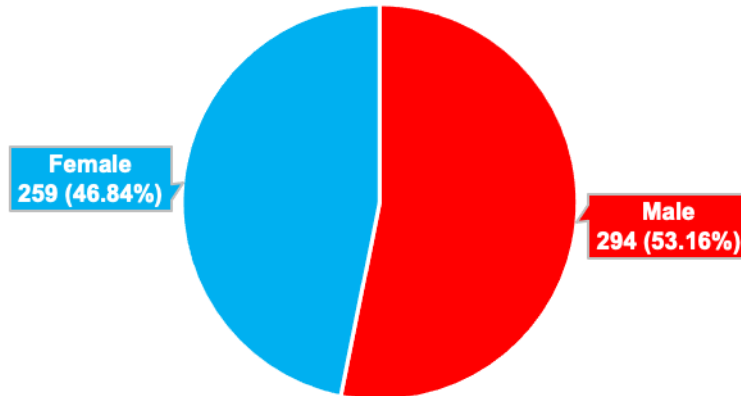
Findings

Workforce Gender Ratio

Connexus employed 555 colleagues on the payroll on 5th April 2020. This compares to 553 colleagues in April 2019.

Of our 555 colleagues, 52.79% (293) were male and 47.21% (262) were female meaning Connexus employed 5.59% more men than women. This compares to a difference of 6.33% in April 2019, meaning our workforce has increased the number of female colleagues by 0.74%, but remains majority male.

Figure 1: Workforce Gender Ratio (as of 5th April, 2020)



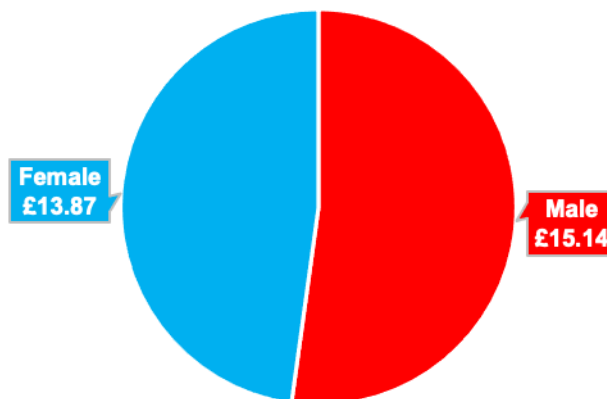
Gender	Colleagues	Percentage
Male	294	53.16%
Female	259	46.84%

Mean and Median Pay Gaps

Males at Connexus are paid a mean difference of £1.27 more per hour than females. This is a percentage difference of 8.4% and is 3p more per hour difference than our previous year's reported gap (£1.24). Our Mean Pay Gap as a percentage of pay has reduced for three consecutive years. The current year's gap of 8.4% compares to a larger gap of 9.1% in 2019 and 11.1% in 2018.

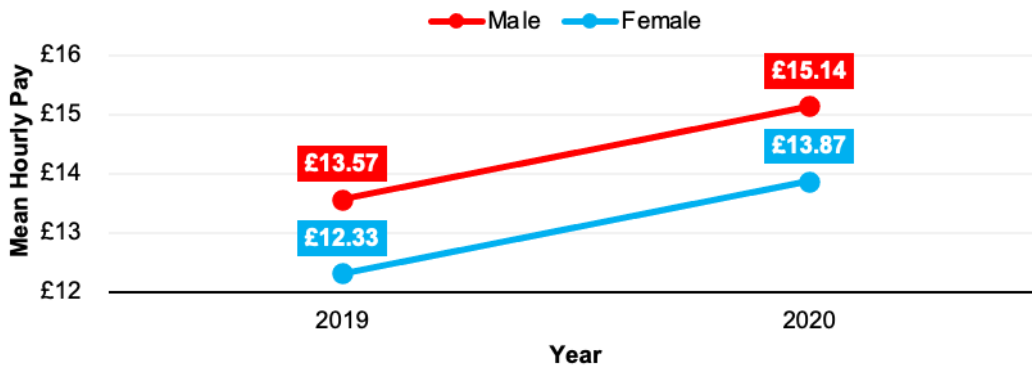
There have been mean increases in hourly pay for both genders compared to 2019. Males are paid £1.57 more than in the previous year (£15.14 in 2020 compared to £13.57 in 2019) and females are paid £1.54 more than in the previous year (£13.87 in 2020 compared to £12.33 in 2019) – again, a difference of 3p in pay increase between genders.

Figure 2: Mean Pay Gap (as of 5 April 2020)



Gender	Mean Hourly Pay
Male	£15.14
Female	£13.87

Figure 3: Year-on-Year Mean Hourly Pay



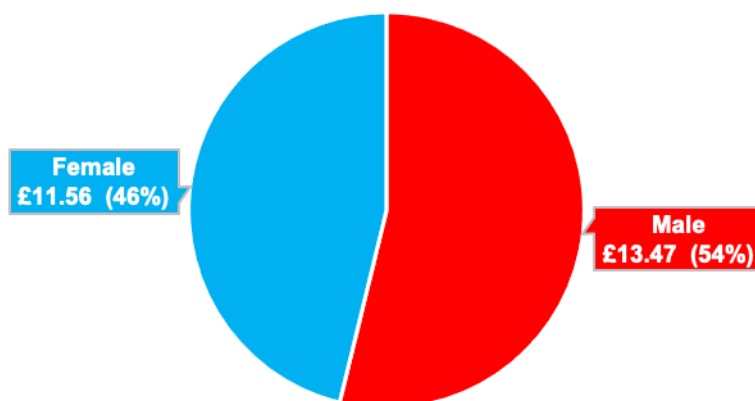
Gender	2019	2020
Male	£13.57	£15.14
Female	£12.33	£13.87

Males at Connexus are paid a median difference of £1.91 more than females in hourly pay. This is a percentage difference of 14.2% and is £1 more than our previous year’s reported gap (91p).

Our Median Pay Gap of 14.2% is higher than our gap of 7.3% in 2019 and lower than our gap of 14.6% in 2018.

Like our mean findings, there have been median increases in hourly pay for both genders compared to 2019. Males are paid £1.07 more than in the previous year (£13.47 in 2020 compared to £12.40 in 2019) and females are paid 7p more than in the previous year (£11.56 in 2020 compared to £11.49 in 2019) – a difference of £1 in pay increase between genders.

Figure 4: Median Pay Gap (as of 5 April 2020)

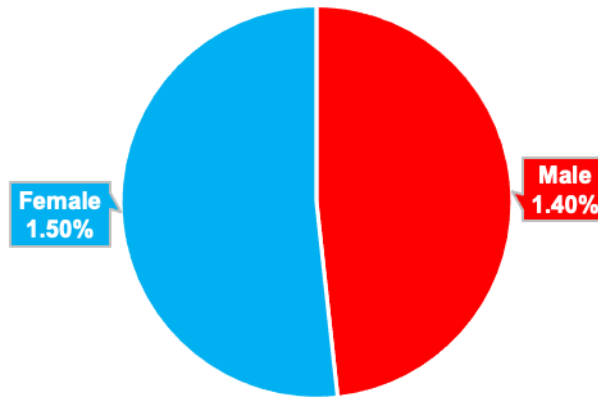


Gender	Median Hourly Pay
Male	£13.47
Female	£11.56

Mean and Median Bonus Pay Gaps

Reporting on bonus payments at 5 April 2020 includes payments made in the 12 months up to and including this date. During this period 2.9% of colleagues received a bonus payment; 1.5% were female and 1.4% were male. 0.10% more female colleagues received bonus pay than males. NB: bonus payments were removed as a result of the terms and conditions review from January 2020.

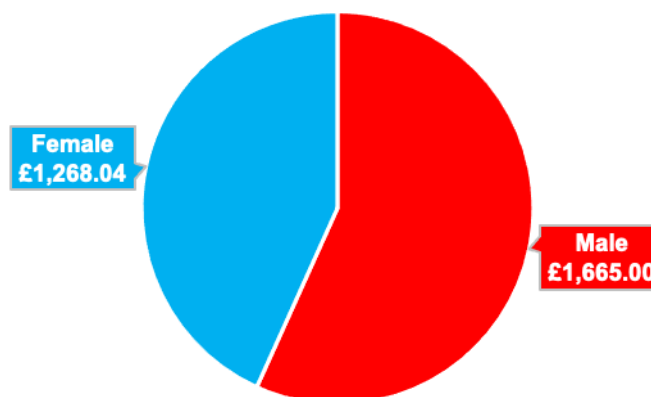
Figure 5: Percentage Receiving Bonus Pay
(in the 12 months up to and including 5 April 2020)



Gender	Receiving Bonus Pay
Male	1.40%
Female	1.50%

The mean average bonus pay was £1,665.00 for male colleagues and £1,268.04 for female colleagues. Males at Connexus were paid a mean difference of £396.96 more. This is a percentage difference of 23.80%.

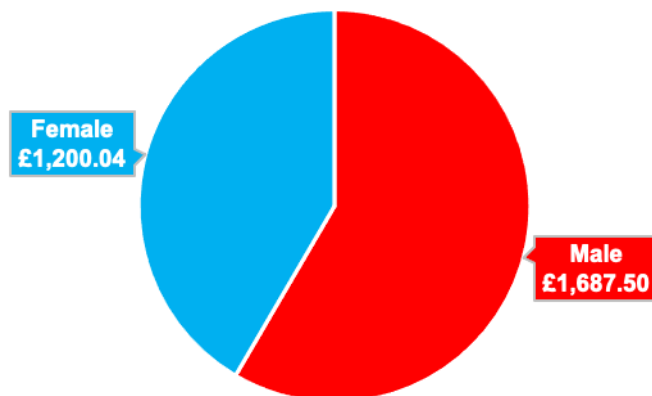
Figure 6: Mean Bonus Pay
(in the 12 months up to and including 5 April 2020)



Gender	Mean Bonus Pay
Male	£1,665.00
Female	£1,268.04

Males at Connexus were paid a median difference of £487.46 more than females in bonus pay. This is a percentage difference of 28.90%.

Figure 7: Median Bonus Pay
(in the 12 months up to and including 5 April 2020)



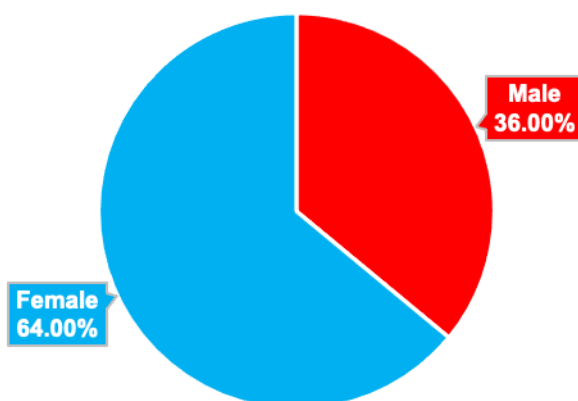
Gender	Median Bonus Pay
Male	£1,687.50
Female	£1,200.04

Pay Quartiles by Gender

Our Lower Quartile range of hourly pay is 79p to £10.72.

Of the people in the lower quartile 64% are female and 36% are male meaning there are 28% more females than males. This is 23.6% more than our reported ratio of 4.4% in 2019 (males 47.8%, females 52.2%).

Figure 8: Lower Quartile Ratio (as of 5 April 2020)



Gender	Lower Quartile Ratio
Male	36.00%

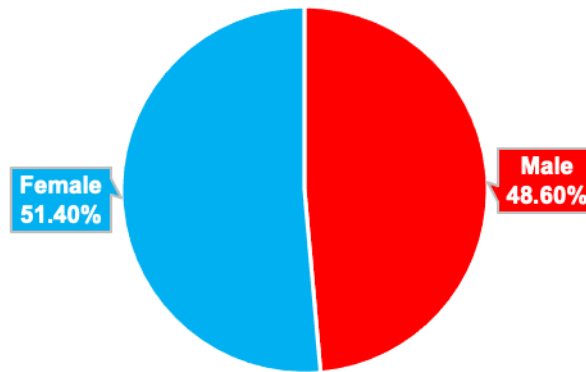
Female

64.00%

Our Lower Middle Quartile range of hourly pay is £10.75 to £13.21.

Of the people in the lower, middle quartile 51.4% are female and 48.6% are male, meaning there are 2.8% more females than males. This is 16% less than our reported ratio of 18.8% in 2019 (males 40.6%, females 59.4%).

Figure 9: Lower Middle Quartile Ratio (as of 05 April 2020)



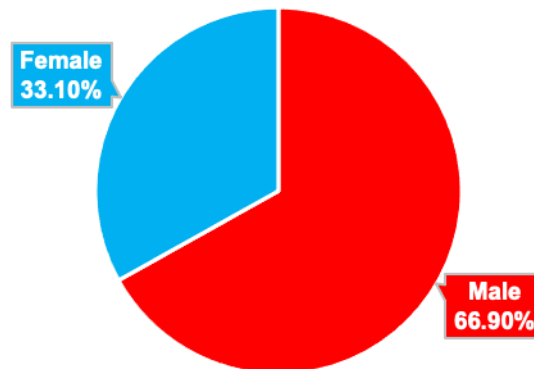
Gender Lower Middle Quartile Ratio

Male	48.60%
Female	51.40%

Our Upper Middle Quartile range of hourly pay is £13.21 to £16.41.

Of the people in the upper middle quartile there are 66.9% males and 33.1% females, which is a percentage difference of 33.8% with the majority being male. This is 2% more than the percentage difference of 31.8% in 2019 (males 65.9%, females 34.1%).

Figure 10: Upper Middle Quartile Ratio (as of 5 April 2020)



Gender Upper Middle Quartile Ratio

Male	66.90%
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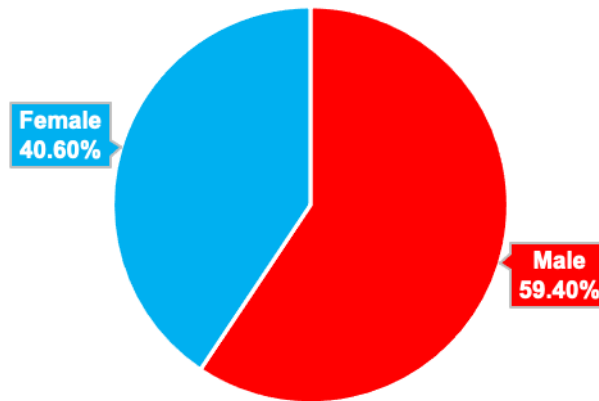
Female

33.10%

Our Upper Quartile range of hourly pay is £16.43 to £76.91.

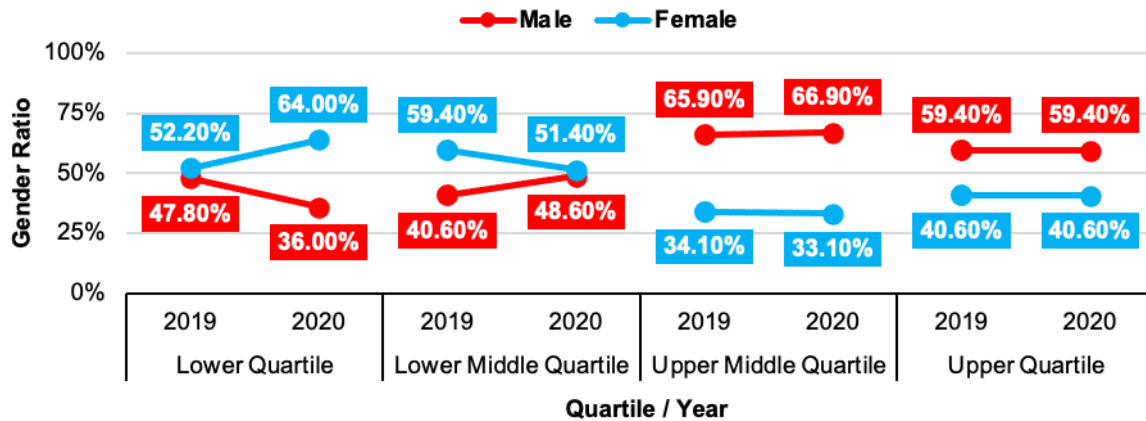
Of the people in the upper quartile there are 18.8% more males than females. This is the same as our reported ratio of 18.8% in 2019 (males 59.4%, females 40.6%).

Figure 11: Upper Quartile Ratio (as of 5 April 2020)



Gender	Upper Quartile Ratio
Male	59.40%
Female	40.60%

Figure 12: Year-on-Year Quartile Comparison



Understanding and Closing Our Gender Pay Gap

In order to understand the data in more detail, it is important to understand the key functionality of Connexus and our demographics.

Connexus consists of a Board, committee members, a chief executive, directors and a range of colleagues with wide ranging professions and skill sets. We are a Housing Association based in rural Herefordshire and Shropshire who, up until September last year, provided wellbeing support services in Gloucestershire. We have mixed central support teams, housing teams, wellbeing support, and a large number of trades/assets colleagues, the latter of which, even with proactive recruitment, are predominantly male.

Unemployment in our rural counties is at a year-on-year low, as is the case in many rural locations across Great Britain. However, we are still at a greater rate of overall employment than in the West Midlands and Great Britain generally.^{1,2} Connexus operates in demographic areas where there are limited rates of people available for work aged between 16 and 64, and, as a result of Brexit, predictions are that some trade and construction skills sets will only become harder to recruit.³

Connexus promotes flexible and part-time working options in many roles to recruit and retain the best talent. The Connexus Way and being One Connexus post-merger transformation have driven change in the way we work; this is still evolving and will drive and deliver further flexible approaches and different ways of working to meet customer and business need whilst retaining and attracting a productive and agile workforce across Connexus.⁴

In 2018 and 2019, review and consultation took place and effective 1st January 2020 the group launched revised terms and conditions for the workforce, which are demonstrated for the first time in this year's findings. This included the removal of a bonus scheme which operated for certain colleagues. This year's findings include bonus payments from April to December 2019.

At Connexus, we recognise the importance of having the right colleagues in the right roles with fair and equitable reward packages. We endeavour to reduce the gender pay gap and see greater diversity at all levels with;

- Committed regular reviews of pay in line with benchmarked data on an annual basis and more widely every three years.
- Proactive recruitment – engaging in a positive colleague journey for all colleagues.
- Offering flexible working / working differently / being creative in our role creation.
- New technologies to support different ways of working across Connexus and our regions / geography.
- Colleague consultation and engagement in all aspects of change to encourage the voice and empowerment in the workforce.
- Continued commitment to the apprenticeship offer.
- Continued commitment to colleague learning and development.

We have a clear People Strategy, learning and development strategy and apprenticeship offering in line with above which is always under constant review. We believe that through these initiatives, we will see greater diversity at all levels.

Declaration

The calculations in this report have been carried out in line with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

References

¹ <https://www.nomisweb.co.uk/reports/lmp/la/1946157169/printable.aspx>

² <https://www.nomisweb.co.uk/reports/lmp/la/1946157170/printable.aspx>

³ <https://www.citb.co.uk/about-citb/construction-industry-research-reports/search-our-construction-industry-research-reports/forecasts/csn-forecasts-2019-2023-uk/>

⁴ <https://connexus-group.co.uk/documents>