



Gender Pay Gap Report 2018

Introduction

Magenta Living employs over 500 people from the local area and this report provides details of our position based on the snapshot date of 5th April 2018.

Gender pay and equal pay are not the same. Equal pay is about comparing jobs, ensuring that men and women are paid the same amount of money for work of equal value.

Gender pay looks at the average pay for men compared to women, the average bonuses paid and how many men and women are in each quartile band. It does not take into account the roles that men and women have in the organisation.

Gender pay gap reporting uses 6 key sets of data, however, as Magenta Living do not pay bonuses, there is no data to report for 3 of the 6 data requirements.

Any employees not on full pay due to absence such as maternity leave, are excluded from the calculations as per the government's guidance on how to report data.

Our Data

Our gender pay gap is shown below.



The six metrics defined in the legislation are as follows:

1.	Mean (Average) Gender Pay Gap	8.08%
2.	Median Gender Pay Gap	4.08%
3.	Mean (Average) Bonus Gender Pay Gap	not applicable
4.	Median Bonus Gender Pay Gap	not applicable
5.	% Who receive a bonus	not applicable

6. Proportion of Males and Females in each Quartile Bracket

	Quartile 1 (Lowest Paid)	Quartile 2	Quartile 3	Quartile 4 (Highest Paid)
No of Employees	126	125	125	125
Male	57	89	77	81
Female	69	36	48	44
% Split (M/F)	45:55	71:29	62:38	65:35

On 5th April 2018 we had approximately 60% men and 40% women working for Magenta Living. Only 11% of our employees work reduced or part time hours, with women making up 10% of this figure. This has a negative impact when comparing average pay for men and women.

Looking at the quartile information, you can also identify that we have fewer women in senior roles. There has been very little movement at this level during the last 12 months as vacancies at a very senior level due to retirements have not been filled.

Our Actions

During 2018 we increased the visibility of successful women through awards, careers events, external social media and publications. At the Housing Heroes awards in 2018 one of our female employees was successfully shortlisted for an award. The event was an opportunity to showcase our female talent and we will continue to look for similar opportunities during 2019.

We also held our first Girls into Construction event at our Building Services depot, working in collaboration with local colleges and schools to raise awareness of the career opportunities available within the organisation. This highly successful event was attended by over 30 female students and we are currently planning to repeat the event during 2019.

We also have a cohort of women in a national mentoring programme. The aim of this programme is to improve diversity within housing and support under represented groups into more senior roles. The programme particular focuses on the barriers and challenges that individuals can face in the sector. Magenta Living put forward a wholly female cohort of mentors and mentees for the 2018/19 programme.

Magenta Living will continue to identify opportunities that will have a positive impact on our Gender Pay Gap. We do recognise that this will be a long term commitment.