



Gender Pay Gap 2024

All organisations employing over 250 people are required to publish their gender pay gap each year. At the snapshot date we employed 269 employees.

As an organisation, publishing and monitoring pay gaps will help us understand the reasons for any gap and consider whether there is a need to develop action plans to tackle the causes. This is different from equal pay which highlights when people are paid differently for the same job.

Our latest results are for the snapshot date of 5th April 2024..

Our results

Our mean (average) Gender Pay Gap equates to 2.75%, meaning that males are paid on average 52 pence per hour more than females.

Our median (midpoint) Gender Pay Gap equates to 8.14%, a difference of £1.41 per hour in favour of males. This is slightly higher than our target of 8.00%.

The quartile table below shows the percentage of each gender at each quartile in Community Gateway.

Quartile	What does that mean?	Females	Males
Upper quartile	(the highest paid 25%)	41%	59%
Upper middle quartile	(the next 25%)	24%	76%
Lower middle quartile	(the next 25%)	54%	46%
Lower quartile	(the lowest paid 25%)	42%	58%

We do not pay bonuses to any employee, therefore there is no data to highlight any differences in pay.

Assessing our data

We are committed to building a diverse workforce at all levels of Community Gateway and have carried out analysis of the data to understand why this pay gap exists.

Our analysis shows that the gender pay gap exists largely because there are more women in the lowest paying roles and fewer women in the highest paying roles. Of our top 20 earners are made up of 13 males and 7 females. The top 30 earners comprise 17 males and 13 females.

Community Gateway recognises this challenge and is committed to supporting women across the organisation to advance their careers. For example, we recognise that women are underrepresented in our skilled trades roles, and reviewing our advertising and recruitment methods. We are also reviewing our turnover rates amongst our higher paid employees and recognise that these are low.

Taking action

Inclusive recruitment

Our website has been reviewed and significant improvements made to our recruitment pages ensuring that our imagery reflects our diverse workforce and our commitment to diversity and inclusion is clear. We have undertaken comprehensive recruitment training with all our managers including areas on inclusive recruitment.

Inclusive workplace

Community Gateway has always strived to be an inclusive place to work where people can be themselves. We offer a wide range of family friendly initiatives and policies that go beyond the statutory minimum.

Ultimately, we recognise the valuable contribution of all our people and the importance of equity and flexibility in being able to deliver the very highest levels of customer service to our tenants.

We confirm that our gender pay gap data calculations are accurate and meet the requirements of the Regulations.

Note:

Gender Identity: We recognise that, for a small but growing number of people, gender does not simply refer to male and female. For the purposes of this report, however, our gender pay gap is calculated using the approach required by the regulations.