**Gender Pay Gap 2025**

All organisations employing over 250 people are required to publish their gender pay gap each year. At the snapshot date of 5th April 2025, we employed 286 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 results**

Our mean (average) Gender Pay Gap equates to 2.16%, meaning that males are paid on average 42 pence per hour more than females.

Our median (midpoint) Gender Pay Gap equates to 8.16%, a difference of £1.45 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%) | 47% | 53% |
| Upper middle quartile | (the next 25%) | 47% | 53% |
| Lower middle quartile | (the next 25%) | 24% | 76% |
| Lower quartile | (the lowest paid 25%) | 41% | 59% |

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 our male and female colleagues are concentrated in different roles –just over 40% of our colleagues work in our Property Care teams which are predominantly male and attract a salary above the median for CGA. Two-thirds of our top 50% of earners are male.

Community Gateway recognises this challenge and is committed to supporting women across the organisation to advance their careers. We recognise that women are underrepresented in our skilled trades roles and continue to review our advertising and recruitment methods to ensure they are free from bias. However, data shows that this is a national issue - only 2.9% of skilled trade professionals are female ([NOMIS](https://www.nomisweb.co.uk/datasets/aps218/reports/employment-by-occupation?compare=K02000001)).

We also looked at our turnover rates amongst our higher paid employees and recognise that although these have been low, there has been movement at Senior Management level. 45% of our Senior Managers are female.

**Taking action**

Community Gateway has always worked hard to be an inclusive place to work where people can be themselves and where diversity is celebrated, but we recognise that there is always room to improve. We continue to deliver training and promote awareness of the differences within our community and encourage our colleagues to educate themselves and each other. We continue to offer a wide range of benefits which aim to support our colleagues and attract a wide range of job applicants, including family friendly initiatives, health and wellbeing support and flexibility. We continue to carry out internal and external salary benchmarking ahead of recruiting for roles at CGA, and salaries are based on the role that is being undertaken, regardless of whether the role is carried out by a male or a female colleague. All our job adverts include salary and benefits information, as well as details of our terms and conditions.

Ultimately, we recognise the contribution of all our people and the importance that feeling safe, respected and valued plays being able to deliver the very highest levels of customer service to our tenants.

**Notes**

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