



Abri

Creating communities,
empowering lives

Gender Pay Gap Report 2021

What is The Gender Pay Gap Report?

All companies in Great Britain (excluding Northern Ireland) with more than 250 employees are required to report annually on their Gender Pay Gap. The figures given are for a 'snapshot' date of 5 April 2021.

This report is seen as an important focus and catalyst to help us understand and address drivers of the gender pay gap within the organisation. We are committed to reducing the gap, and we have already begun to identify and tackle concerns that this report highlights.

At Abri, we take equality seriously, and we are fully dedicated, including at Board and Executive Team level to continue to act and report on our progress. We're also pleased to have welcomed three new non-executive directors to Abri, creating the most diverse Board in our 90-year history.

These appointments represent another important step in our journey to challenge ourselves and make our Board as relevant as possible.

For the purposes of reporting our Gender Pay Gap for 2021 we have reported as two separate entities, legacy Yarlinton and Swaythling. This is to ensure we are compliant with current reporting requirements. For purposes of transparency and to give a picture of the whole organisation, we have included Gender Pay Gap figures for Abri.



Mandatory Metrics

Metric	Swaythling			Yarlington			Abri		
	2020	2021	Difference	2020	2021	Difference	2020	2021	Difference
Mean gender pay gap %	12.0	22.1	up 10.1%	8.7	-0.4	down 9.1	11.2	16.8	up 5.6
Median gender pay gap %	11.1	23.6	up 12.5%	9.3	2.1	down 7.2	8.9	16.5	up 7.6
Mean gender bonus gap %	90.7	85.9	down 4.8%	13.1	2.7	down 10.4	78.9	82.1 **	up 3.2
Median gender bonus gap %	0.0	0.0	no change	0.0	0.0	no change	0.0	0.0	no change
% of males receiving bonus	90.5	96.8	up 6.3%	93.9	98.1	up 4.3	91.5	97.2	up 5.7
% of females receiving bonus	88.8	93.9	up 5.1%	95.4	99.1	up 3.7	90.8	95.3	up 4.5

Percentage of males and females in each pay quartile band



Band	Description
A	Includes all employees whose standard hourly rate places them in the lower quartile
B	Includes all employees whose standard hourly rate places them in the lower middle quartile
C	Includes all employees whose standard hourly rate places them in the upper middle quartile
D	Includes all employees whose standard hourly rate places them in the upper quartile

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Swaythling - % of males and females by Pay Quartile Band			
Band	2020	2021	% Change
Band A - Males	37.0	34.2	-2.8
Band A - Females	63.0	65.8	+2.8
Band B - Males	43.5	28.6	-14.9
Band B - Females	56.5	71.4	+14.9
Band C - Males	56.5	56.2	-0.4
Band C - Females	43.5	43.8	+0.4
Band D - Males	63.2	72.5	+9.3
Band D - Females	36.8	27.5	-9.3

Yarlington - % of males and females by Pay Quartile Band			
Band	2020	2021	% Change
Band A - Males	33.3	36.8	+3.5
Band A - Females	66.7	63.2	-3.5
Band B - Males	52.8	57.9	+5.1
Band B - Females	47.2	42.1	-5.1
Band C - Males	49.5	55.1	+5.6
Band C - Females	50.5	44.9	-5.6
Band D - Males	61.3	50.5	-10.9
Band D - Females	38.7	49.5	+10.9

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Abri - % of males and females by Pay Quartile Band			
Band	2020	2021	% Change
Band A - Males	38.2	38.5	+0.3
Band A - Females	61.8	61.5	-0.3
Band B - Males	41.7	37.9	-3.8
Band B - Females	58.3	62.1	3.8
Band C - Males	56.0	51.0	-5.0
Band C - Females	44.0	49.0	+5.0
Band D - Males	63.4	66.6	3.2
Band D - Females	36.3	33.4	-3.2



Together we will run our organisation to deliver great customer services and be an **inspiring place to work**

The figures explained

Swaythling:

- Mean Gender Pay Gap increased by **10.1% to 22.1%**
- Median Gender Pay Gap increased by **12.5% to 23.6%**
- Mean Gender Bonus Gap decreased by **4.7% to 85.9%**
- Median Gender Bonus Gap remains at **0%**
- The proportion of females **increased** in Bands A and B (the lowest pay bands)
- The proportion of females remained fairly static in Band C and **decreased** in Band D (the highest pay band)

Yarlington:

- Mean Gender Pay Gap decreased by 9% and now stands at **minus 0.4%**
- Median Gender Pay Gap decreased by **7.3% to 2.1%**
- Mean Gender Bonus Gap decreased by **10.4% to 2.7%**
- Median Gender Bonus Gap is also **0%**
- The proportion of females in the three lower pay bands **decreased**
- The proportion of females in Band D (the highest pay band) **increased** significantly

Abri:

- Mean Gender Pay Gap increased by **5.7% to 16.8%**
- Median Gender Pay Gap increased by **7.6% to 16.5%**
- Mean Gender Bonus Gap increased by **3.2% to 82.1%**
- Median Gender Bonus Gap is **0%**

We are extremely disappointed to have a 5.7% increase in our gender pay gap for Abri, and the 10.1% increase across Swaythling.

What lies behind the Gender Pay Gap changes?

Swaythling						
Quartile Band	Hires (339)		Leavers (117)		Out of cycle salary increases	
	Male	Female	Male	Female	Male	Female
A	39%	61%	45%	55%	61%	39%
B	40%	60%	56%	44%	81%	19%
C	58%	42%	36%	64%	44%	56%
D	57%	43%	64%	36%*	61%	39%
Overall	44%	56%	51%	49%	67%	33%

The following tables show the percentage of males and females joining, leaving, or receiving a change to their hourly pay rate during the year.

The following factors are likely to have contributed to the increase in the Gender Pay Gap:

- From December 2020, all new Abri hires were recruited into Swaythling. This contributed to a significant number of new hires during the year, with a greater proportion of females hired into Bands A and B and a greater proportion of males hired into Bands C and D
- Although there was a mixed pattern of leavers overall, there were three very highly paid female leavers from the very top of Band D

- Two thirds of out of cycle salary increases were given to males – many of these were changes to Trades salaries as part of Terms and Conditions harmonisation with the removal of TRP (the primary reason for the 81% spike in Band B)
- 64% of new hires who joined between December and April - who didn't receive the £250 bonus payment in December - were female. This is the reason for a slightly larger % of males receiving a bonus than females (96.8% vs 93.9%)

Having reviewed the underlying reasons for the changes to our Gender Pay Gap, the action plan has been revised with new actions intended to be implemented in the short term to reduce the gap.

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Yarlington						
Quartile Band	Hires (13)		Leavers (45)		Out of cycle salary increases	
	Male	Female	Male	Female	Male	Female
A	33%	67%	22%	78%	38%	62%
B	0%	100%	20%	80%	12%	88%
C	100%	0%	81%	19%	59%	41%
D	n/a	n/a	60%	40%	30%	70%
Overall	62%	38%	56%	44%	35%	65%

The following factors are likely to have contributed to the decrease in the Gender Pay Gap:

- There were slightly more male leavers overall than females – the male leavers were predominately in Bands C and D while the female leavers were more numerous in Bands A and B. From December 2020, replacements were hired into Swaythling
- Almost two thirds of out of cycle salary increases were given to females
- There were very few new hires during this period because of the change we made to the employing entity of new starters, so recruitment is unlikely to have had any significant impact.

Bonuses

Under the revised Terms and Conditions, Trades Related Pay (TRP) is being withdrawn over a phased period. The continued existence of TRP in April 2022 means there is still likely to be a gap in the Mean Bonus figure next year, however the effect of tapering will significantly reduce the figure from current levels. TRP tapering ends in September 2022 after which the Mean Bonus Gap is expected to be eliminated and will be reflected in our results for 2023.



Calls to action

In keeping with the previous Gender Pay Gap report our actions are focused on attracting, progressing and keeping women in the workforce. We have a Gender Pay Gap action plan which includes actions to reduce the gap using the information and data that was available at the time of writing this report.

A summary of our initial new actions is outlined below:

- We have invested in new software which will enable us to detail the key drivers of our pay gap at both a business group level and at a corporate level. This will allow us to take remedial action where disparity is highlighted
- Holding a series of listening groups to understand the barriers to progression for women within Abri

- Using the talent and succession module within LEAP to identify a talent pipeline within Abri
- A women's network to support women at all levels in the organisation
- Using Gender Decoder to remove the potential for bias in our job adverts
- Using equality impact assessments to identify any adverse impact in our restructuring or reorganisation proposals
- Hiring managers to consider the impact of recruitment and remuneration decisions on our Gender Pay Gap
- Consider becoming signatories of the Tech Talent Charter and Tech She Can Charter

- Robust policies to support women experiencing bullying and harassment in the workplace to create a positive environment in which they can develop and progress their careers
- More frequent measurement of our Gender Pay Gap data to assess whether our actions are having the desired effect

DECLARATION: We confirm that the information and data reported are accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:
Gary Orr, Group Chief Executive



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EXPLANATION OF GENDER PAY GAP TERMINOLOGY

What is the Gender Pay Gap?

Companies who employ 250 people or more are now required by law to publish their Gender Pay Gap and their Bonus Gender Pay Gap.

For the purposes of transparency and to give a picture of the whole of Abri we also publish figures for legacy Radian and Yarlinton.

A Gender Pay Gap does not indicate an equal pay problem. There is a difference between the Gender Pay Gap and equality pay for men and women which was first brought into line with the 1970 Equal Pay Act.

Gender Pay Gap

The Gender Pay Gap is the difference between the average earnings of men and women, expressed relative to men's earnings. It is calculated using the hourly rate of pay for all employees employed on the 'snapshot date' of 5 April 2021 – excluding any employees on reduced pay (e.g. statutory maternity pay, statutory sick pay or unpaid leave).

Equal Pay

Equal pay is determined in law as the right for women and men to be paid the same when doing the same or equivalent work. It has been an aspect of UK sex discrimination law for over 40 years and the law is now incorporated into the Equality Act 2010.

The Mean Gender Pay Gap

The Mean Gender Pay Gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the Gender Pay Gap by adding together all the hourly rates of pay for men and for women and dividing by the total number of male and female employees respectively. This shows the difference between the average earning of men and women, expressed as a percentage relative to men's earnings.

The Median Gender Pay Gap

The Median Gender Pay Gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women. The median is calculated by ranking all the figures in descending order from the highest to the lowest and taking the figures in the middle of the list. The median therefore avoids potential 'skewing' influence of numbers at either extreme.

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Pay Quartiles

This is the percentage of male and female employees in four quartiles, calculated by ranking employees from the highest paid to the lowest paid and dividing our workforce into four equal parts called, according to government guidelines, upper, upper-middle, lower-middle and lower pay quartiles.

Bonus Gender Pay Gap

To calculate the Bonus Gender Pay Gap, the legislation requires companies to use the actual value of the bonuses paid to people during the 12 months leading up to 5 April 2021. The reporting structure makes no allowance for the fact that people working part-time will be paid (pro rata) relatively smaller bonuses.

The Mean Bonus Gap

The Mean Gender Bonus Gap is the difference in average bonus pay that male and female employees receive.

The Median Bonus Gap

The Median Gender Bonus Gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.

