

# Gender Pay Gap Report 2019

PA Housing reports a mean gender pay gap of 19.1% (2018: 14.5%) and a median gender pay gap of 12.7% (2018: 8.4%).

PA Housing is committed to equality, diversity and inclusion, and to valuing each and every staff member as a unique individual.

Our analysis has revealed that the reported gender pay gap is not an equal pay issue, but it does reflect a lack of female representation at senior levels of our organisation, particularly in technical, business development and IT roles.

The main factor influencing our gender pay gap results, however, continues to be the high proportion of female staff in areas of our work which attract lower quartile salaries.

Between April 2018 and April 2019, 63% of our new starters were female, and 37% were male. Broadly speaking, the roles for which we appointed more female applicants were those that receive lower salaries. Two new services accounted for the bulk of these positions: the first was the opening of our new repairs reporting service in Walton-on-Thames in Surrey, which required the creation of Contact Centre advisor positions; and the second was the launch of our new extra care scheme, Visram House in North West London, which required new care and support roles.

PA Housing's recruitment and selection processes ensure that, when shortlisting candidates, managers do not have access to information about applicants' protected characteristics, including their gender. Successful candidates are those who best fulfil the criteria for their particular position.

When looking only at roles attracting a salary of £30k or more, nine of the 21 colleagues who joined us between April 2018 and April 2019 were female.

Here are some more results from our analysis:

- In April 2019, we set the aspirational target that 50% of shortlisted candidates for senior positions should be female. During 2019, we

recruited 14 vacancies with an advertised salary of £40k or more. Twenty-one of the candidates invited to interview for these roles were female, equating to 37%. We have not yet met our target, but this does represent an improvement on the previous year

- Since April 2019, 134 colleagues have transferred positions within the business, mostly to better paid roles – 63% of them are female
- There continues to be equal numbers of male and female team members studying to obtain professional qualifications
- There has been a strong take-up of apprenticeships amongst employees. Eighteen colleagues have enrolled since April 2019 and 83% of those being trained through the Apprenticeship Levy are female

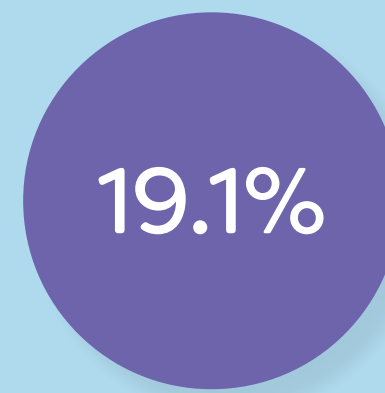
We continue to strive to ensure that talented individuals within PA Housing are able to fulfil their potential with us, regardless of their gender or other personal characteristics.

Our new Shadowing Scheme, which is set to begin in May 2020, will allow employees to highlight the internal roles they need to know more about in order to broaden their experience and knowledge, and then spend time working alongside an experienced colleague in that area of the business. We expect that this will result in more females having access to positions that have traditionally been male-dominated.

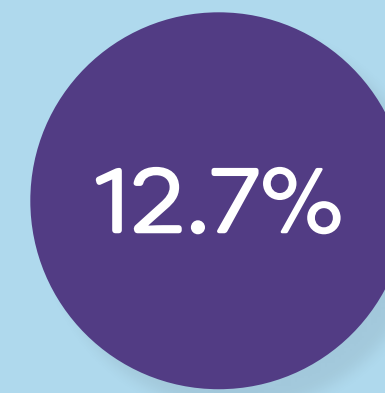
Meanwhile, our PA Leadership Academy, which begins in June 2020, will upskill new and existing line managers so they are able to meet our organisational needs and objectives, and progress within our organisation

PA Housing is committed to having a diverse workforce and our aim is to have a workforce that is reflective of the make up of our customers and the geographical areas we serve.

**Emma Macnish,**  
Head of HR and Communications



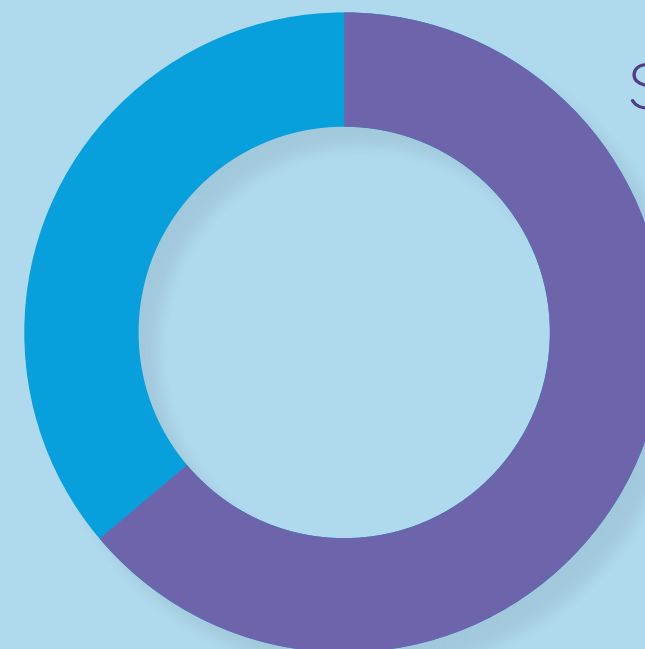
Mean  
gender  
pay gap



Median  
gender  
pay gap



**83%** of those being trained through the Apprenticeship Levy are female



Since April 2019, **134** employees have been promoted or have taken sideways moves to widen their experience. **63%** of these are women