

Hightown Housing Association

Ethnicity Pay Gap Report 2022

Hightown is a charitable Housing Association which provides affordable housing for people who cannot afford to buy or rent at market rates and supported housing for vulnerable and disabled people.

We operate mainly in Hertfordshire, Buckinghamshire and Bedfordshire. Our Head office is in Hemel Hempstead.

We employ 1064 staff (permanent and bank workers combined) and as part of our commitment to diversity and ahead of any government requirement, we are evaluating our Ethnicity Pay Gap for the third year.

Using the principles from the Gender Pay Gap regulations, the snapshot date is the 5th April 2022. This report covers the 2021/2022 reporting period.

Workforce data collated on the snapshot date shows that 51% of staff were from a White British background while 49% were from other ethnic ¹backgrounds (see chart below). This excludes just under a hundred staff whose ethnicity was not recorded.

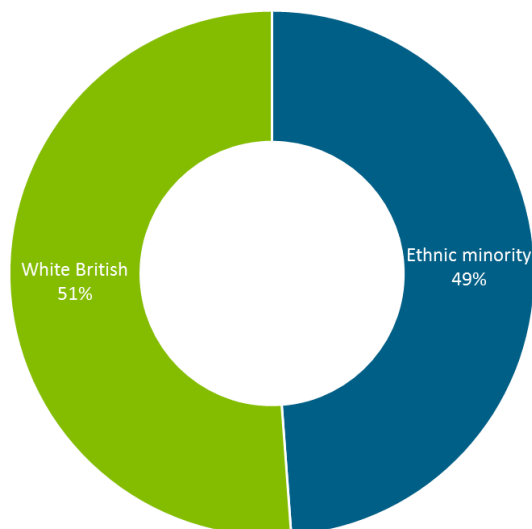
The large majority of our staff are employed in our Care and Supported Housing Schemes which provide care and support to vulnerable and disabled people with many of those staff engaged in direct support to our service users as care workers. These roles are generally remunerated at a lower rate compared to staff in mainstream housing and housing development roles across the Association. The lower salary rates are due to external market factors and in particular the contract price set by commissioners of our services.

However, the Hightown Board has a target to pay the [Real Living Wage](#) and this has been achieved in 2021 and 2022.

At Hightown we are committed to the principles of equal opportunities and strive to ensure equality, diversity and inclusion across our workforce and our operations. We have established a staff Equality & Diversity Forum and produce an annual Ethnicity Pay Gap Report. The following sections outline the results of our Ethnicity Pay Gap analysis as well as our commitment to ensure equality and diversity.

¹ Other ethnic backgrounds include the following ethnic backgrounds: Asian or Asian British Bangladeshi, Asian or Asian British Indian, Asian or Asian British Pakistani, Black or Black British African, Black or Black British Caribbean, Chinese, Other Mixed, White & Asian, White & Black African, White & Black Caribbean, White Irish, any other Asian background, any other Black background, any other White background.

Ethnicity at Hightown



Mean and Median Ethnicity Pay Gap

The Ethnicity Pay Gap was calculated using the same calculation methodology required by the Gender Pay Gap guidelines. Additionally, the calculation excludes employees whose ethnicity was not recorded.

Mean hourly pay is calculated by adding together the hourly rate for all workers and dividing by the total number of workers within the specified group (in this case, White British or other ethnic backgrounds). Median hourly pay is the middle rate when all hourly pay rates are listed in numerical order.

The mean pay gap is the difference between the average hourly rate for staff from a White British background and staff from other ethnic backgrounds. The median pay gap is the difference between the middle hourly rate value for staff from a White British background and staff from other ethnic backgrounds when all numbers are listed in numerical order. A positive percentage figure reveals that typically, staff from other ethnic backgrounds have lower pay than White British employees.



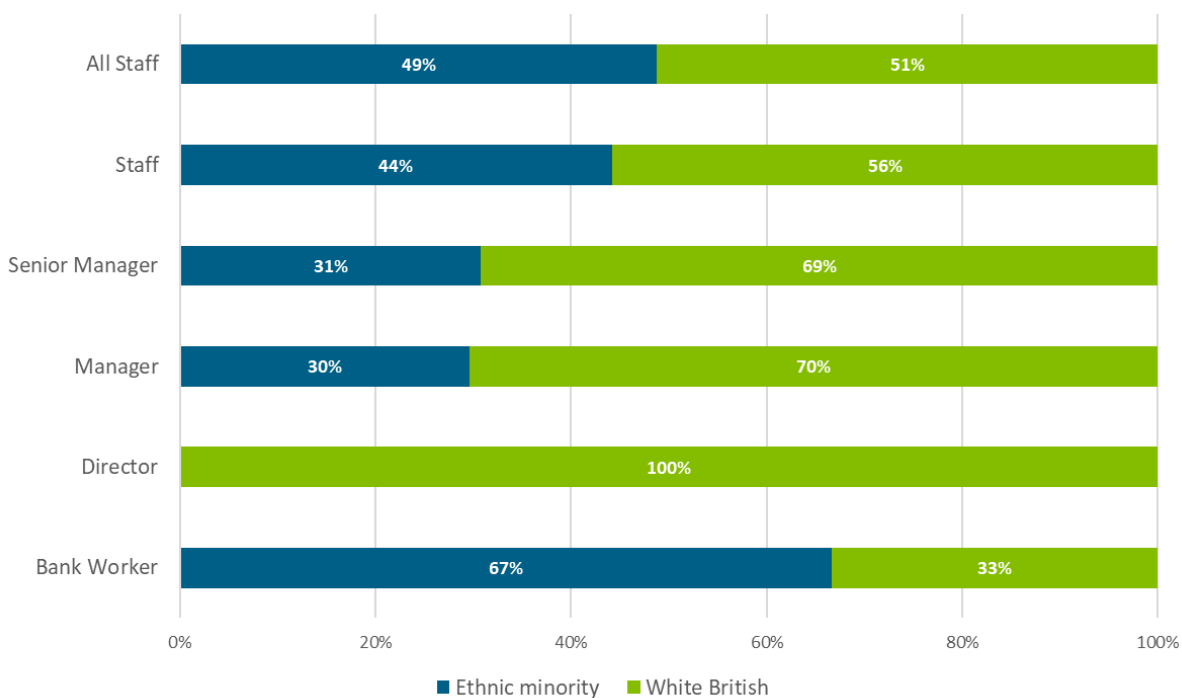
Mean Ethnicity Pay Gap for Hightown 15% (up from 13% in 2020/21 and down from 22% in 2019/20)

Median Ethnicity Pay Gap for Hightown 6% (up from 5% in 2020/21 and down from 8% in 2019/20)

The results above tell us that when comparing the mean hourly rate, staff from other ethnic backgrounds earn £8.50 for every £10 earned by staff from a White British background. When comparing median hourly rate, staff from other ethnic backgrounds earn £9.40 for every £10 earned by staff from a White British background.

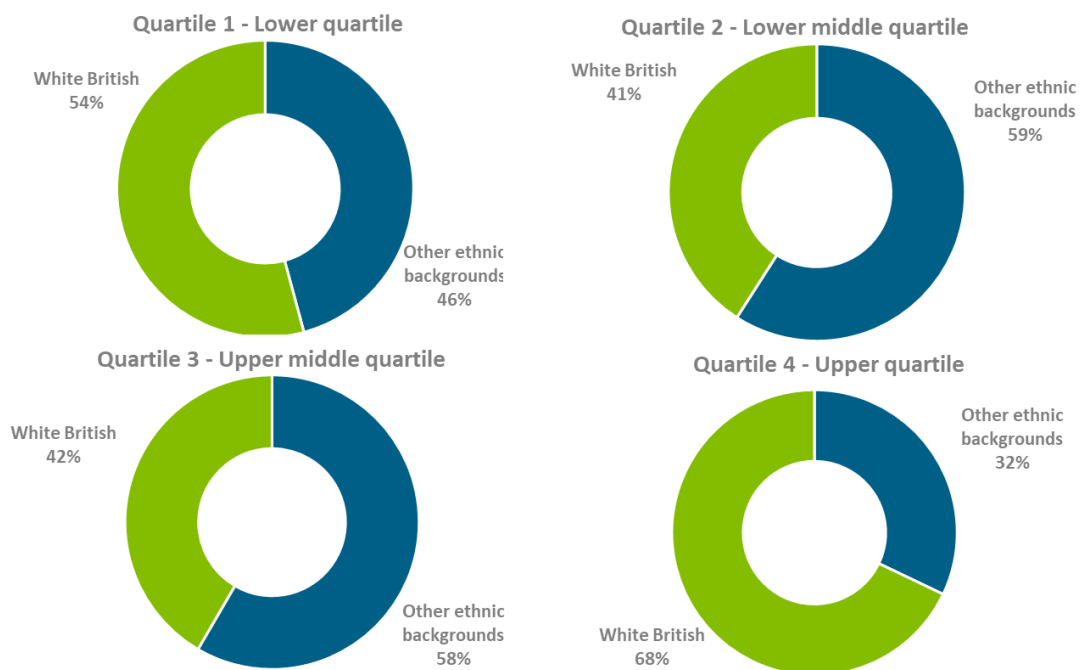
To provide some context for the results above, the following graph highlights the ethnicity of staff across staff groups. The graph below shows that the proportion of staff at the snapshot date from other ethnic backgrounds was highest (67%) across Bank workers who are mostly Care and Supported Housing staff. These roles are remunerated at a lower rate and also make up almost a third of all staff. Across other worker categories, pay rates are higher and the proportion of staff from other ethnic backgrounds is lower: Staff (44%), Manager (30%), Senior Manager (31%).

Ethnicity across Staff Groups



Quartiles

The following graphs highlight the proportion of staff who are White British and those from other ethnic backgrounds in quartile pay bands within the Association:



The lower-middle quartile had the highest proportion of staff from other ethnic backgrounds 2021/22 (59%) as well as 2020/21 (62%). The lower quartile (46%) and the upper quartile (32%) show lower proportions of staff from other ethnic backgrounds.

The following table below outlines the distribution across the years. The data below shows a change in the distribution of staff over the last three years.

Within the Upper middle quartile, there has been an increase in the proportion of staff from other ethnic backgrounds; from 44% in 2020/21 to 58% in 2021/22. The proportion of staff from other ethnic backgrounds has decreased in the Upper quartile from 2020/21 (47%) to 2021/22 (32%). The proportion of staff from other ethnic backgrounds has also decreased in the last 2 years when compared to 2019/20.

	2019/20		2020/21		2021/22	
	White British	Other ethnic backgrd.	White British	Other ethnic backgrd.	White British	Other ethnic backgrd.
Quartile 1 Lower quartile	37%	63%	56%	44%	54%	46%
Quartile 2 Lower middle quartile	40%	60%	38%	62%	41%	59%
Quartile 3 Upper middle quartile	50%	50%	56%	44%	42%	58%
Quartile 4 Upper quartile	68%	32%	53%	47%	68%	32%

How do we compare

The latest release of Ethnicity Pay Gap data (2019) by the Office for National Statistics (ONS) shows that the median pay gap was 2.3%². In comparison, Hightown's median pay gap is 5%.

Ethnicity Pay Gap Report 2022

Social care pay is amongst the lowest in the economy³, which is a reflection of the funding we receive, rather than a reflection of how we value that work.

We are committed to the principles of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their ethnicity (or any other characteristics).

The following sections cover the 2021/22 reporting period:

Salaries: All job roles have a spot salary based on the median market salary for the role. A salary benchmarking exercise takes place every two years involving an external consultant. The last survey was undertaken in 2020 and the next survey will take place in 2022.

Recruitment: We are committed to promoting diversity through our recruitment practices. We ensure our adverts are neutral; we advertise in a wide range of places and use skills-based assessments in our recruitment practices.

Between the 6th April 2021 and the 5th April 2022, we recruited 298 staff (Permanent and Bank Workers combined). This included 135 new staff from other ethnic backgrounds with an average hourly rate of £11.48 per hour and 148 new staff from a White British background with an average hourly rate of £12.02 per hour. This excludes 15 members of staff with insufficient data, for instance where ethnicity was not reported.

For each job, staff from a White British background and other ethnic backgrounds are paid the same hourly rate. The reason for the difference in the average hourly rates detailed above, is due to the

²

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/ethnicitypaygapsingreatbritain/2019>

³ [The state of the adult social care sector and workforce 2022 \(skillsforcare.org.uk\)](https://www.skillsforcare.org.uk)

different roles being recruited to. They are spread across Staff, Manager and Senior Manager level, which means the new starters are paid at a different hourly rate, depending on the rate for the job they have applied for.

Actions taken during 2021/2022

- We appointed a Board member from an Other Ethnic Background.
- A Board Member has been appointed as Equality & Diversity Champion.
- The Staff Survey commenced during the reporting period but results will not be known until after this reporting period. The survey included equality and diversity questions.
- We continued to provide our Learning and Development offer to all staff. Specifically we have:
 - 7 White British & 4 Other ethnic backgrounds undertaking an Apprenticeship
 - 6 White British & 3 Other ethnic backgrounds undertaking a professional qualification course supported by Hightown

Making a difference

We will continue to strive to ensure Equality and Diversity is maintained by:

- Continuing to appoint Board Members from diverse ethnic backgrounds.
- Interviewing applicants who are from other ethnic backgrounds for roles within the Leadership team if they meet the essential criteria listed in the person specification.
- Consider recommendations from the Equality and Diversity Forum which is made up of a diverse range of staff who provide feedback to the leadership team and the Board on equality issues.
- Recruiting using Anonymous Recruitment Processes to eliminate the risk of bias.
- Share the annual staff Diversity Report with all members of staff not just Board Members.
- Continuing to ensure our recruitment adverts are neutral.
- Continuing to advertise in a variety of sources to appeal to diverse audiences.
- Continuing to ensure our pay system is fair and transparent. A salary benchmarking exercise takes place every two years involving an external consultant.
- Supporting career progression by investing in our staff through Learning and Development, Apprenticeship and Graduate Training schemes.
- Mandatory Equality & Diversity Training for all staff on appointment and refreshers periodically thereafter.
- Continuing to consistently collect and maintain diversity data across all areas of the business.
- Continuing to collect and analyse diversity data from the Board.
- Ensuring that actions from the Equality and Diversity Board report are completed.
- Continuing to conduct staff equality and diversity surveys to gauge staff awareness and perception of equality and diversity issues.