



GENDER PAY AT YARLINGTON

“YARLINGTON BELIEVES THAT A COMMITMENT TO EQUALITY, DIVERSITY & INCLUSION AND THE VALUE IT BRINGS IS A KEY FOUNDATION OF OUR EFFECTIVENESS AS A BUSINESS AND SUPPORTS US IN ACHIEVING OUR NEXT GEN STRATEGY”.

Yarlington is working to address the issues highlighted by our gender pay gap and to improve the gender balance in our pay quartiles.

Any pay gap is not good enough. Ours is not surprising in a sector where such a significant proportion of our colleagues work in care roles. Most of these colleagues are female and such roles in society have typically attracted lower salaries. We’re not complacent and still want to redress the balance.

Our bonus payments are paid fairly to both men and women. There is no gap but because bonus is paid on a pro - rata basis to our part-time colleagues, most of whom are female, there appears to be a differential.

Yarlington embraces flexible working and this is reflected in the significant percentage of part-time workers in the organisation, most of whom are female.

What is the Gender Pay Gap and why does it exist?

The gender pay gap is an equality measure that shows the difference in average earnings between women and men. It does not show differences in pay for comparable jobs – i.e. equal pay. Legislation has been in place for over 45 years to ensure that women and men are paid equally for comparable roles.

The national pay gap is caused by many factors including that a higher proportion of women are in roles that typically receive lower pay. Nationally, you are far more likely to be part time if you are female and on average, will therefore earn less. There is also a greater proportion of men who progress into senior and higher paid roles.

Yarlington’s Pay Gap at 2017/18

Pay	
Gender Pay Gap (Mean)	17.7%
Gender Pay Gap (Median)	13%

Distribution in pay quartiles	Female	Male
Lower	81.4%	18.6%
Lower middle	56.1%	43.9%
Upper middle	48.5%	51.5%
Upper quartile	43.9%	56.1%

Bonus	Female	Male
% receiving bonus	75.4%	72.3%
Bonus gap (Mean) %	20.8%	
Bonus gap (Median) %	0.00%	

WHAT WE DO

Yarlington is absolutely committed to equal pay and addressing the issues highlighted by our gender pay gap.

Our pay arrangements are designed to make sure that remuneration is approached fairly and that men and women are paid equally for work of equal value. This ensures fair processes producing fair results.

All our salaries are benchmarked to ensure that there is a fairness and consistency.

Our recruitment practices are fair and transparent and we are working to attract men and women equally into roles.

WHAT ARE WE GOING TO DO

We remain passionate about increasing our overall focus on inclusion and will look at how we can narrow the gap and will continue to focus our energy towards attracting both genders into each of our imbalanced quartiles to address the balance.

We will review how we identify and nurture talent to enable all colleagues, regardless of gender, to reach their maximum potential. It is important that we recognise that almost a quarter of our colleagues work on a part-time basis and we need to ensure that our succession plans and promotional opportunities reflect this demographic.

Yarlington will continue to develop working arrangements that are attractive, flexible and agile in order to encourage retention and development regardless of gender.

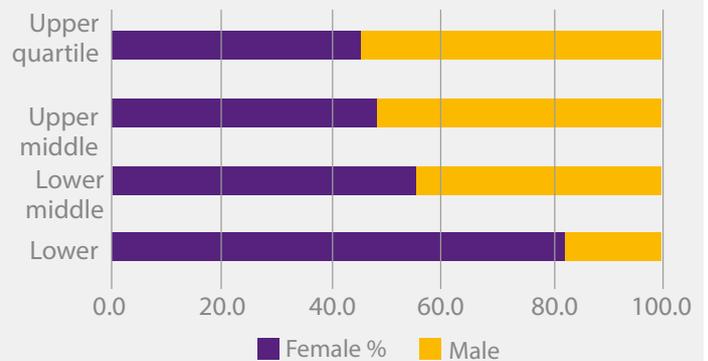
Caroline Moore
Chief Executive of
Yarlington housing group

Andy Skarzynski
Executive Director of People,
Information and Culture

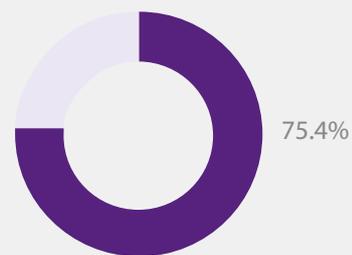
Gender pay gap - mean and median



Distribution in each quartile of the pay range



Female employees receiving a bonus



Male employees receiving a bonus

