

# Gender Pay Gap Report

## April 2024

### Single Homeless Project

As of April 2017, all organisations with more than 250 employees must publish their gender pay gap by law. The gender pay gap is the difference in hourly earnings between men and women, expressed as a proportion of men's earnings.

The differences in hourly rates are reported in both mean and median averages, and the proportion of men and women in each quartile. Bonuses are also considered, however Single Homeless Project didn't pay bonuses in the relevant year.

The data is based on a snapshot date, which is April 5<sup>th</sup> 2024.

### Snapshot data

	2024	2023	2022	2021
Mean gender pay gap	-0.57%	-1.49%	-3.6%	-2.53%
Median gender pay gap	-2.82%	-0.74%	-5.39%	0%
Mean gender bonus gap	Not applicable	Not applicable	Not applicable	Not applicable
Median gender bonus gap	Not applicable	Not applicable	Not applicable	Not applicable
Proportion of male and female employees receiving a bonus	Not applicable	Not applicable	Not applicable	Not applicable

Of the relevant employees on the snapshot date, 40% were male and 60% were female.

	2024	2024	2023	2023
Quartile	Male	Female	Male	Female
Upper	40%	60%	34%	66%
Upper middle	39%	61%	41%	59%
Lower middle	42%	58%	38%	62%
Lower	40%	60%	39%	61%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

# Our statement

Single Homeless Project promotes policies and practices that will, wherever possible, rebalance opportunity. Single Homeless Project are committed to taking lawful positive steps to tackle unfair discrimination and disadvantage, to ensure that equality of opportunity for all is central to our work.

In 2024, Single Homeless Project still has a negative mean gender pay gap, which means women are paid slightly more than men on average. There has been a negative pay gap since reporting started in 2017, though the gap has decreased (except for 2022).

In addition, the percentage of males and females in each quartile represents the gender balance of Single Homeless Project as a whole. Alongside the reduction in the mean gender pay gap, we believe this shows that Single Homeless Project's pay structure is fair and equitable.

As with previous years, we believe that the continued negative gender pay gap is indicative of a number of factors:

- Structured pay scales to ensure that men and women are paid the same amount for the same role.
- A fair and rigorous competency-based recruitment process, which also applies to career progression opportunities within Single Homeless Project.
- Mandatory equality and diversity e-learning for all staff and managers.
- Bi-annual reporting of diversity data to the Board of Trustees.
- In 2024, 62% of Single Homeless Project managers were women, a slightly higher (but still representative) percentage than the proportion of women in the organisation (60%). However, this proportion has dropped since 2022, when it was 69%.
- Our two most senior roles (Chief Executive and Deputy Chief Executive) are held by women.

I confirm that this statement is accurate.

