



# Gender Pay Gap report

October 2019

## Introduction

Catalyst is committed to equality of opportunity for all. We recognise the value of diversity within our organisation and the contribution a diverse workforce makes to understanding and meeting the needs of our customers, and enhancing our services.

Catalyst is committed to embedding diversity in everything we do and taking positive action to embrace and promote diversity and the importance of supporting an inclusive culture. We have worked with our colleague representative group to ensure that our pay policy is equitable and fair, open and transparent.

This is the third time we have reported on our gender pay gap and we are pleased that our continued commitment to fairness has seen a reduction in our mean gender pay gap from 4.8% last year to 1.6% now. You can view last year's report on our website.



## What is the Gender Pay Gap?

The Gender Pay Gap shows the difference between the average hourly pay and bonus for men and women across all roles within an organisation.

## Gender Pay Reporting

All companies in the UK with more than 250 employees are required to report their gender pay gap to the Government Equalities Office (GEO).

All the data is taken from the snapshot date of 5 April 2019. The gender pay gap figures have been calculated using the formulae that are set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

All bonus data was taken from the 12 months leading up to and including the snapshot date of 5 April 2019. Companies are also required to publish details of the proportion of men and women who receive bonuses and an analysis of men and women in different pay quartiles.

This report sets out the four types of figures Catalyst reports on:

**Gender pay gap (mean and median averages)**

**Gender bonus gap (mean and median averages)**

**Proportion of men and women receiving bonuses**

**Proportion of men and women in each quartile of the organisation's pay structure.**

This report also sets out our calculations:

- **Average gender pay gap as a mean average**
- **Average gender pay gap as a median average**
- **Average bonus gender pay gap as a mean average**
- **Average bonus gender pay gap as a median average**
- **Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment**
- **Proportion of males and females when divided into four groups ordered from lowest to highest pay**

## Our Gender Pay Gap data:

Our gender pay gap is calculated by using payroll data for relevant employees.

At the time of reporting Catalyst had

**613**   
relevant employees

**51%**

**49%**

with a gender split  
of **49% male** and  
**51% female**



**♀ 313**  **Total number  
of female colleagues**

**Total number  
of male colleagues**  **♂ 300**

## Gender Pay Gap

(based on full-pay relevant employees)

MEAN

**1.6%**

MEDIAN

**0%**



## Gender Bonus Gap

MEAN

**1.3%**

MEDIAN

**0%**





**62.2%**

The Proportion of **male colleagues** receiving a bonus

**68.8%**

The Proportion of **female colleagues** receiving a bonus



## Proportion of men and women in each quartile of the pay structure:

Lower quartile

Lower middle quartile

Upper middle quartile

Upper quartile

**Female %**



**25.3**

**76.2**

**54.8**

**47.3**

**Male %**



**74.7**

**23.8**

**45.2**

**52.7**

## Next steps

Our results are positive and reflect the large portion of our female employees being within the Lower Middle and Upper Middle quartiles. There is still some work to do for Catalyst continually to improve our gender pay gap.

While there are more female to male colleagues in the upper middle quartile, there is room for improvement in our Upper Quartile band where although close to 50/50 split, there is an opportunity for Catalyst to promote a more diverse senior leadership team and bridge the gap further.

Catalyst's pay gap is low, but we will continue to work on the main barriers that women face in the workplace, such as career progression following caring for children or, increasingly, for elderly parents and relatives.

We will continue to operate and develop recruitment, promotion and pay policies that are based on our principles of fairness, equality and transparency.

Catalyst is committed to paying our colleagues equally for the same or equivalent work regardless of sex, age, race, religion or belief, marriage or civil partnership, pregnancy or maternity, sexual orientation, gender reassignment or disability.



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