



Shelter's Gender Pay Gap Report – 2021

Foreword

At Shelter we have a gender pay gap of 7%.

This year we have narrowed our gender gap from 10% to 7% (less than half of the national average of 15.5%) and our best result to date.

We still have a way to go to achieve the goal of eradicating any gap and all and I am not underestimating the effort that requires. I am pleased we're making progress with more women in senior roles, including making up 60% of Shelter's Executive Leadership Team. We have taken leaps forward by aligning pay in our operational service areas and retail with the rest of the organisation, correcting historic inequities and improving the position of colleagues on the lowest incomes.

Over the past year, our journey to actively embed anti-racism and become a truly diverse and inclusive organisation has made significant steps forward with the creation of a new Equity, Inclusion and Culture directorate. This will be led by a Black woman.

This will not only make sure our passion for equity remains a core focus but strengthen it with more intersectional awareness, combining our insights on the ways in which colleagues experience marginalisation and disadvantage, and supporting and informing our activist outlook.

Additionally, we continue to work hard to ensure women and non-binary colleagues at Shelter are fully supported in the workplace. We are progressing well with several initiatives to ensure professional frameworks are in place and these are summarised further on within this report.

At Shelter, we are building a culture which visibly values diversity: where everyone reaches their own potential and we use the combined compassion and courage of all our colleagues to fight for home.

Polly Neate
CEO

SHELTER

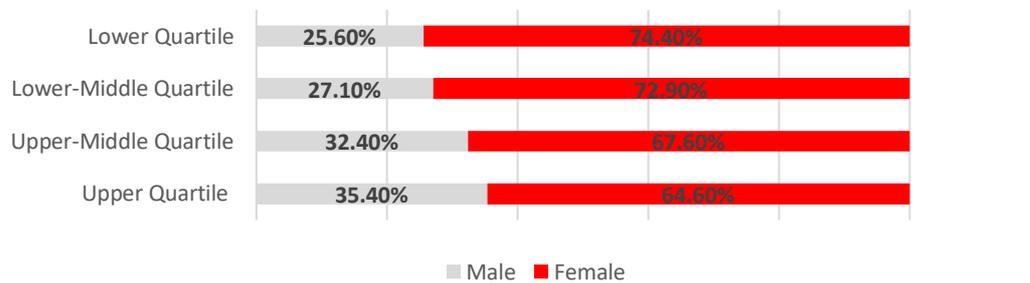


The findings

This is our report for the snapshot date of 5 April 2021.

Mean gender pay gap	7.1%
Median gender pay gap	5.1%
Mean bonus gender pay gap	Not applicable
Median bonus gender pay gap	Not applicable
Proportion of male employees who receive a bonus	Not applicable
Proportion of female employees who receive a bonus	Not applicable

Pay Quartiles by Gender



What we're doing

We have taken some positive steps and will continue to work to close the gap which includes:

- An established Shelter Women and Non-Binary Network (SWANN);
- An established Parent & Carers affinity group;
- Evolving Inclusive recruitment practices e.g. signed up to a pledge to 'Show the Salary' /diverse panels, inclusive language in adverts etc.
- Working on the development of a of new Menopause policy and toolkit for managers along with a wider HR Policy review with equity and inclusion being at the heart of these;
- Promotion of Women at Work Webinars and forums in celebration of International Women's Day for 2022;
- New People Data reporting framework that reports on % of women and men at different levels;
- Development of buddy and mentoring schemes;
- Production of an Ethnicity Pay Gap report where we will analyse also women of colour within this work;

At Shelter, we bring fearlessness and compassion to our fight for social justice for all those we are here to serve and for all those who work with us. Equity for women is at the heart of that fight.

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