

# Shelter's Gender Pay Gap Report 2020

## Foreword

At Shelter we have a gender pay gap of 10%.

While this still remains significantly below the national average (15.5%), I am disappointed the gap has widened since our last recording. I am mindful, however, that much of the progress we have made in increasing the proportion of women in more senior roles has happened since this data was collected. We continue to strive to eliminate the gap altogether, particularly given that women are in the majority in so many of our roles which attract lower salaries.

Over the past year, particularly given the impact of the pandemic, social injustice has increased in many ways. Therefore I am proud of the commitment of my colleagues across Shelter to becoming a truly antiracist organisation. This passion and drive for equality means we are focused on creating the right culture and structures to enable more women of colour to take on senior leadership roles at Shelter. This will be a key focus for us in the coming year as we introduce measures to enhance both our recruitment and retention performance in this area.

Additionally, we are working hard to ensure that women at Shelter are fully supported in the workplace. We are progressing well with several initiatives to ensure wellbeing and professional frameworks are in place.

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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.

Polly Neate

Chief Executive

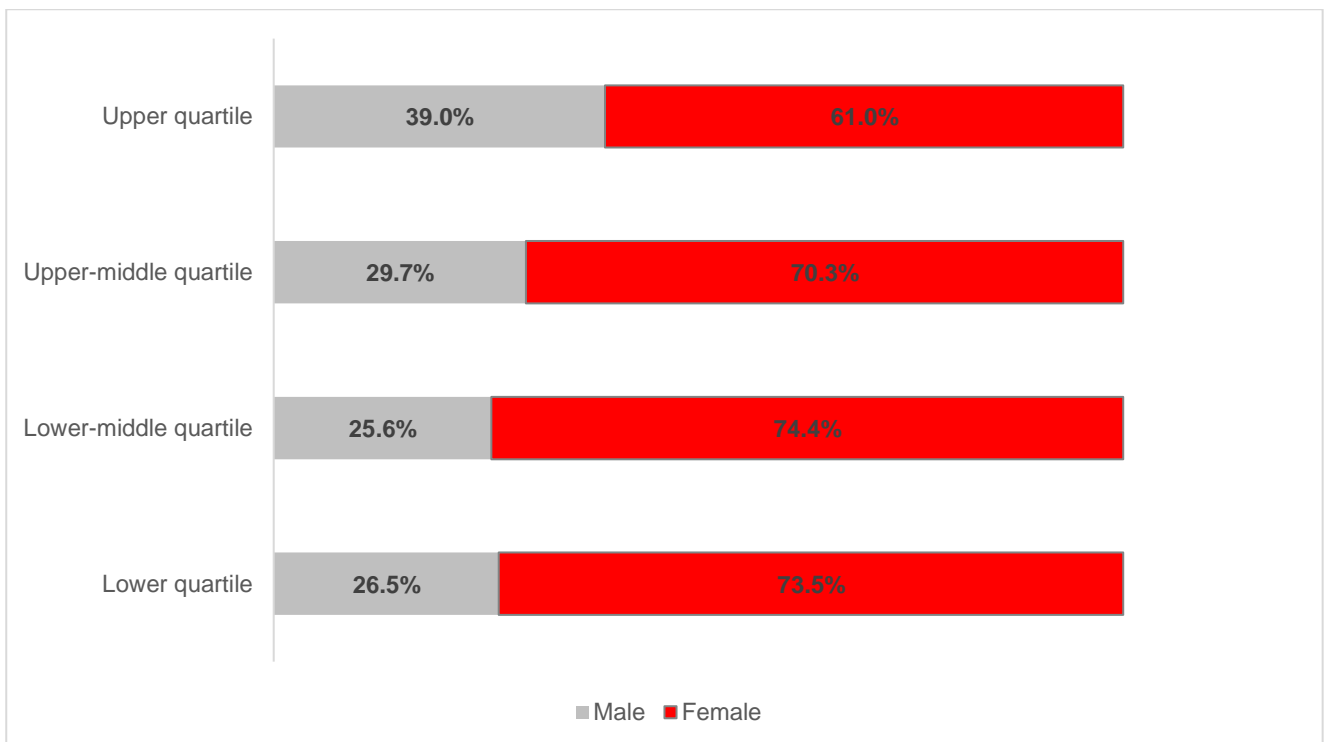
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## The findings

This is our report for the snapshot date of 5 April 2020.

|  |                |
|--|----------------|
| Mean gender pay gap                                | 10.2%          |
| Median gender pay gap                              | 8.1%           |
| 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



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## What we're doing

We're committed to doing everything we can to eliminate any sort of gender inequality. Over the past year, we have taken some positive steps and will continue to work to close the gap, these include:

The formation of a female staff affinity group SWANN (Shelter Women & Non-Binary Network) with a primary purpose of:

- Providing a safe and supportive space for staff and volunteers who identify as women or non-binary (NB)
- Challenging visible bias and privilege and an over-masculine workplace culture
- Celebrating women and NB people and giving them a voice
- Recommending changes to policies and procedures that may have an impact on women and NB people that come into contact with Shelter (whether staff, volunteers, service users or otherwise)
- Developing a mentoring scheme

Additional to this, we have also embarked on other activities that include:

- Execution of an equal pay audit with findings reviewed and no further action required
- Raising awareness of issues that impact staff with regards to the menopause
- Formation of a parents and carers' affinity group
- Exploiting the opportunity to work flexibly and learning from what has worked well to incorporate into our future ways of working
- Provision of leadership products in 21/22 with some of the themes specifically targeted at those groups typically disadvantaged when it comes to leadership progression in the workplace such as women
- Review of our processes at all stages of the attraction and selection of talent, to include new initiatives and best practice which will drive our ability to recruit a more diverse and inclusive workforce