

# Southside Partnership DLR - Gender Pay Gap Report

Snapshot Date: 30 June 2025 | Reporting Period: 01 July 2024 - 30 June 2025

## INTRODUCTION

This report outlines the gender pay gap within Southside Partnership DLR for the 12-month period ending on the snapshot date. It is prepared in compliance with the Gender Pay Gap Information Act 2021 and demonstrates our commitment to transparency and equality.

## GENDER PAY GAP METRICS

Metric	Result%
Mean hourly pay gap	-23.95
Median hourly pay gap	-48.16
Mean bonus pay gap	0
Median bonus pay gap	0
% of males receiving bonus	0
% of females receiving bonus	0
% of males receiving benefits-in-kind	0
% of females receiving benefits-in-kind	0

## ADDITIONAL BREAKDOWN

This section shows the proportion of male and female employees in each pay quartile, based on hourly pay.

### PAY QUARTILES

Quartile	% Male	% Female
Lower (lowest 25%)	58.33	41.67
Lower Middle	8.33	91.67
Upper Middle	8.33	91.67
Upper (highest 25%)	15.38	84.62

### NARRATIVE

The gender pay gap observed in this report is influenced by factors such as role distribution, seniority levels, and part-time work patterns. The negative pay gap indicates that, on average, female employees earn more than male employees, primarily due to a higher proportion of females in senior and specialist roles, while male employees are more represented in lower-paid positions. This trend aligns with patterns often seen in the community and voluntary sector, where females in leadership roles is seen more frequently.

Although the pay gap is negative, Southside Partnership DLR remains committed to ensuring pay equity across all roles. We will continue to monitor these figures annually and implement measures to maintain fairness and transparency across the organization.

#### **Notes:**

1. The results of bonus pay, and benefits-in-kind are zero because Southside Partnership DLR does not offer these remuneration elements to any employees. This approach is standard within the charity sector, where compensation structures typically exclude performance-based bonuses and non-cash benefits.



## **Actions planned include:**

- **Review recruitment practices** to ensure balanced shortlists and promote diversity in hiring.
- **Introduce mentorship programs** to support career progression and increase representation of all genders in senior and higher-paid roles.
- **Expand flexible work options** to accommodate diverse needs and promote work-life balance.

## **ACCESSIBILITY**

This report will be published on Southside Partnership DLR's website and will remain accessible for a minimum of three years, in line with statutory requirements.

## **METHODOLOGY**

Hourly rates of pay for each employee are calculated by dividing annual pay by contracted hours, as required under Gender Pay Gap reporting regulations. This approach ensures pay is normalized to an hourly rate for fairness across different working patterns.

As a result, hourly rates may appear higher for part-time employees compared to full-time employees because annual salaries are calculated based on contracted hours.

*Figures are based on payroll data as of the snapshot date and exclude overtime and expenses.*