

Pay gap analysis 2024

Jigsaw

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The information below details the reportable Gender Pay Gap data which has to be published by 4th April 2025.

1. For the Group's own purposes, pay gaps have been calculated for employees of a UK minority ethnicity and those with disabilities.

1 Reportable Data

1.1. Hourly Pay Gap

	Male	Female	Gap
Mean 2024	£20.90	£19.40	7.2%
Mean 2023	£20.03	£18.86	5.8%
Mean 2022	£18.19	£17.57	3.4%
Median 2024	£19.32	£16.92	12.4%
Median 2023	£18.58	£16.27	12.4%
Median 2022	£16.47	£15.60	5.3%

1.2. Bonus Pay Gap

	Male	Female	Gap
Mean 2024	£356.27	£369.69	-3.77%
Mean 2023	£361.99	£349.01	3.6%
Mean 2022	£352.20	£334.76	5%
Median 2024	£400	£400	0%
Median 2023	£400	£400	0%
Median 2022	£400	£400	0%

1.3. Bonus Pay Gender Proportion

	Male	Female
2024	92.2%	85.4%
2023	96.4%	96.4%
2022	93.7%	88.8%

1.4. Proportion of Males/females Within Each Quartile 2024

2. Overall Reportable gender split - 42.8% women and 57.2% men

Quartile	Gender	2024 Percentage	2023 Percentage
Lower	Female	55.6%	56.5%
	Male	44.4%	43.5%

Quartile	Gender	2024 Percentage	2023 Percentage
Lower Middle	Female	40.2%	47.4%
	Male	59.8%	52.6%
Upper Middle	Female	39.4%	35.7%
	Male	60.6%	64.3%
Upper	Female	36.1%	42.8%
	Male	63.9%	57.2%

2 Further Diversity Pay Analysis

2.1. Employee Ethnicity Data

3. The 2024 analysis is based on the employees within the reportable gender pay gap group (i.e. employees of the Group parent). It is not therefore directly comparable to the figures in the table from previous years which included employees of the Group parent and subsidiaries.

Hourly Pay Gap

	White British	UK minority ethnicity	Gap
Mean 2024	£20.39	£19.28	5.4%
Mean 2023	£19.08	£17.46	8.5%
Mean 2022	£17.48	£17.01	2.7%
Median 2024	£18.75	£17.93	4.4%
Median 2023	£17.43	£16.36	6.1%
Median 2022	£15.95	£16.08	-0.8%

2.2. Disabled Employee Data

4. The 2024 analysis is based on the employees within the reportable gender pay gap group (i.e. employees of the Group parent). This analysis is presented for the first time this year.

	Employees without a disability	Employees with a disability	Gap
Mean 2024	£20.38	£18.72	8.15%
Median 2024	£18.75	£16.87	10.03%

3 Pay Ratio

5. The ratio of the highest hourly pay to that of the median.
6. The 2024 analysis is based on the employees within the reportable gender pay gap group (i.e. employees of the Group parent). It is not therefore directly comparable to

the figures in the table from previous years which included employees of the Group parent and subsidiaries.

percentile	50
2024 ratio	7.8
2023 ratio	8.1
2022 ratio	8.3



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Jigsaw Homes Group Ltd.

Cavendish 249
Cavendish Street
Ashton-under-Lyne
OL6 7AT

<https://www.jigsawhomes.org.uk>
0300 111 1133
info@jigsawhomes.org.uk

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