



Creating communities,
empowering lives

Gender Pay Gap Report 2025



Gender pay gap report

This report provides Gender Pay Gap information for The Swaythling Housing Society Limited (referred to in this report as “Abri”) and Octavia Housing (“Octavia”).

We’ve also combined these figures to provide a picture of the organisation as a whole (“Abri Group”).

The pay data used in this report is based on a snapshot date of 5 April 2025.

We’re pleased to report a reduction in Abri Group’s Mean Gender Pay Gap from 9.5% in April 2024 to 4.9% in April 2025.

Our gender pay gap is caused primarily by having a larger proportion of females in job roles which are in the lower pay quartiles, and a smaller proportion of females in higher pay quartiles.

We’re committed to being an inclusive employer, and reducing the Gender Pay Gap is a priority for us.

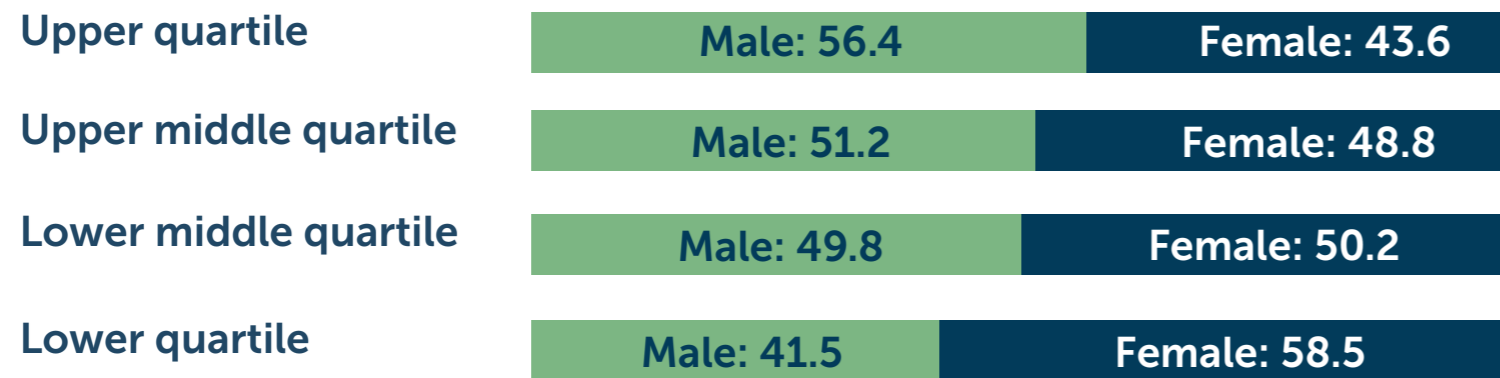
Our Gender Equity Action Plan helps to tackle the issues that contribute to the pay gap. You can read more about the steps we’re taking in the Calls to Action section of this report.

In the meantime we continue to support fair pay practices including regular equal pay audits, salary benchmarking and job evaluation.



Abri Group

Proportion of males and females in each pay quartile (%)



Gender pay gap

Mean pay gap



Median pay gap



Gender bonus pay gap

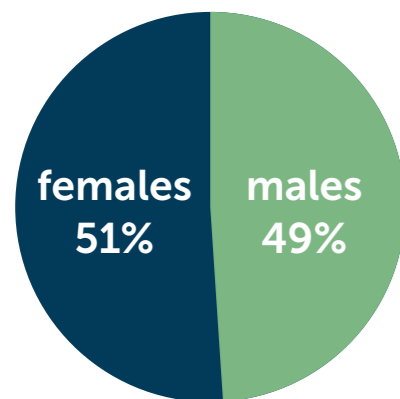
Mean bonus pay gap



Median bonus pay gap



Headcount



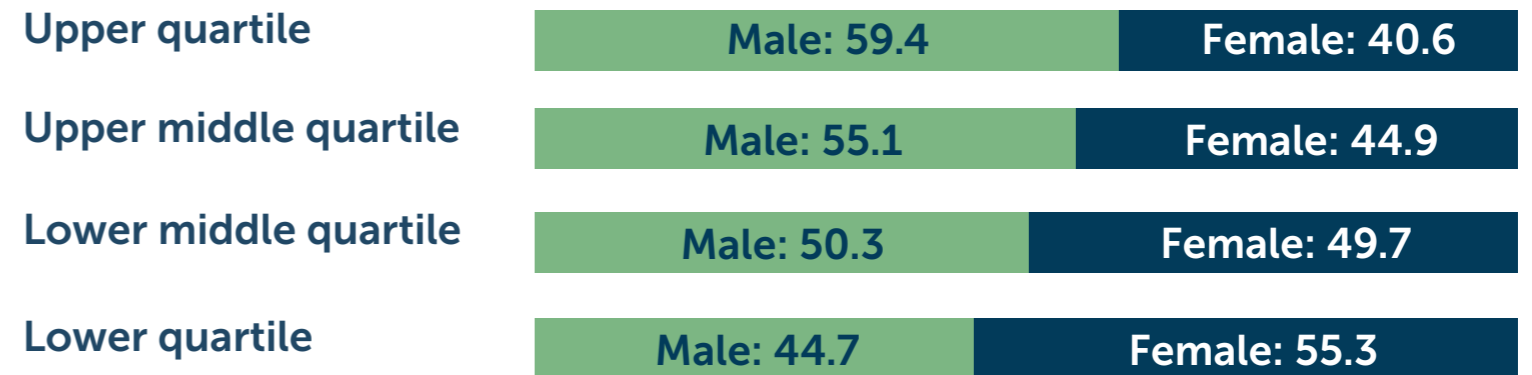
Proportion of males and females receiving a bonus payment



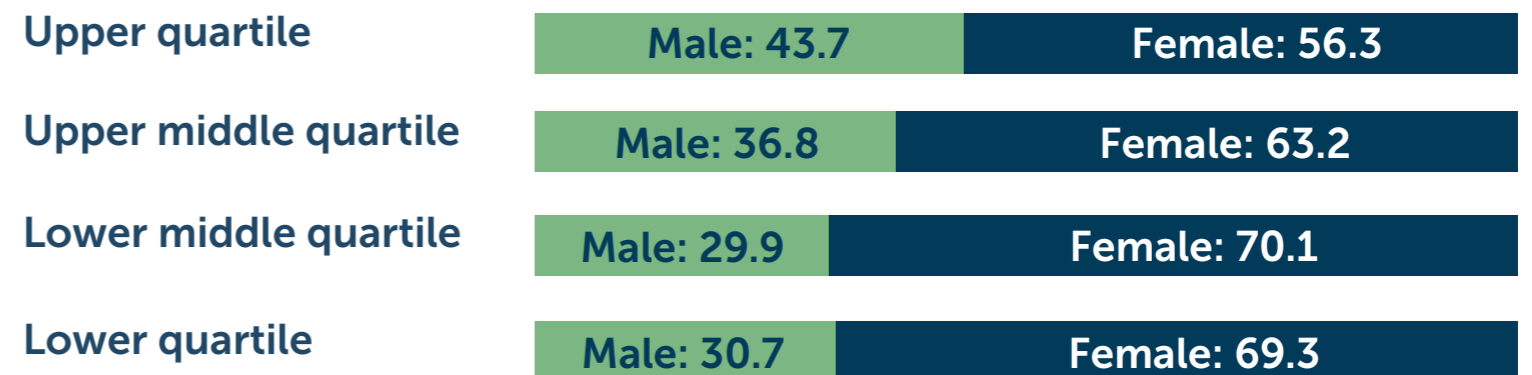
Percentage of males and females in each pay quartile



Abri (The Swaythling Housing Society Ltd)



Octavia



Mandatory metrics

Year-on-year progress

Metric	Abri			Octavia			Abri group		
	2024	2025	Difference	2024	2025	Difference	2024	2025	Difference
Mean gender pay gap %	9.2	5.7	down 3.5	20.8	5.8	down 15.0	9.5	4.9	down 4.6
Median gender pay gap %	7.0	6.0	down 1.0	18.4	8.9	down 9.5	7.0	5.9	down 1.1
Mean gender bonus gap %	22.6	20.1	down 2.5	11.3	100.0	up 88.7*	22.6	21.5	down 1.1
Median gender bonus gap %	0.0	0.0	no change	0.0	100.0	up 100*	0.0	0.0	no change
% of males receiving bonus	90.7	92	up 1.3	78.4	0.7	down 77.7	79.2	81.1	down 13.6
% of females receiving bonus	90.9	94.2	up 3.3	81.1	0.0	down 81.1	79.5	73.2	down 15.1

* this as an anomaly caused by only one employee receiving a bonus during the year

The figures explained

Octavia joined the Abri Group in December 2024 and although we prefer to focus on the Group's pay gap as a whole, we have a statutory duty to report separate figures for Abri and Octavia.

You can find detailed information for each entity, including a year-on-year comparison, in the Mandatory Metrics section of this report but the key headlines are shown to the right.

Abri

- The mean gender pay gap fell by 3.8 percentage points to 5.7%. This was partly the result of a decrease in the proportion of females in the lower pay quartile and an increase in the upper pay quartile. The average new joiner pay rate was 3.4% higher for females than males.
- The mean bonus gap also decreased by 2.5 percentage points to 20.1% due to an increase in the proportion of females eligible to participate in the Director bonus scheme

Octavia

- The mean gender pay gap fell by 15 percentage points to 5.8%. The merger with Abri saw a significant number of predominately male Directors and other senior managers leave the business prior to April 2025 and this contributed towards the substantial reduction in the pay gap.
- Due to circumstances related to the merger, only one Octavia colleague received a bonus payment during the year which resulted in a 100% bonus gap. This was an anomaly and is not expected in future years



Calls to action

Our Gender Equity Action Plan is focused on attracting, progressing and keeping women in the workforce, and on continuing to ensure that the right culture exists within Abri to create a sense of belonging for all female colleagues. It starts at the recruitment stage and continues throughout the colleague lifecycle. Below are some of the actions we are taking. **A summary of our action plan is outlined below:**

- Focus on increasing the number of females in upper pay quartiles by attracting, retaining and developing senior female colleagues
- State in job adverts that we are open to conversations about flexible working at the recruitment stage
- Use Gender Decoder to remove the potential for bias in job adverts

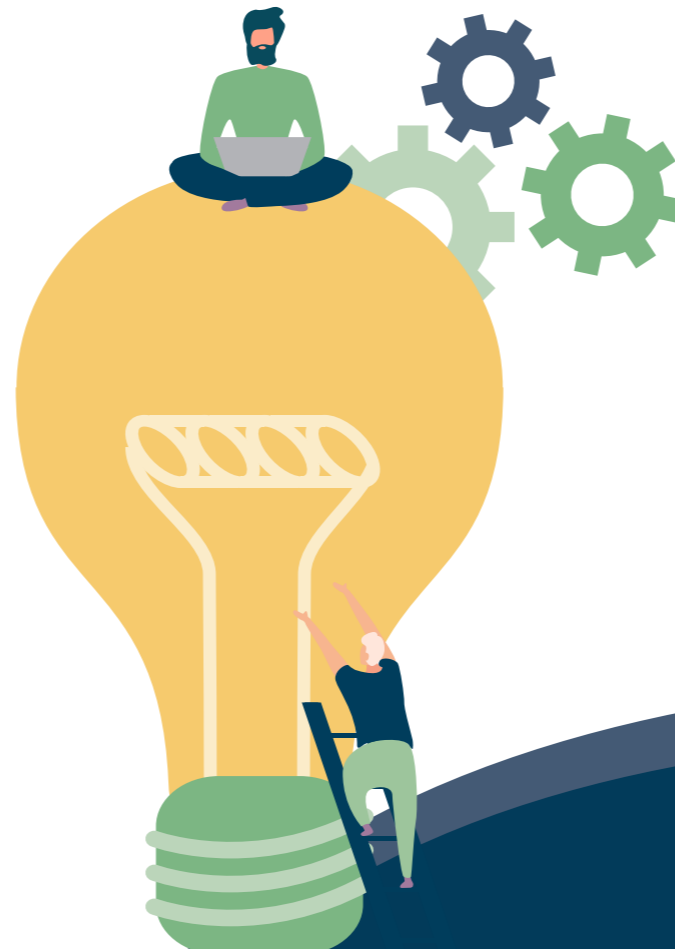
- Continuously improve the website career pages to showcase Abri's commitment to gender equity and the steps we are taking to achieve it
- Further enhance the inclusive recruitment training provided to managers
- Ensure hiring managers consider the impact of recruitment decisions on the gender pay gap, supported by a review of all salary offers by HR
- Track the proportion of female applicants for senior roles at the application, shortlisting and offer stage of the recruitment process, and use the data to create further actions aimed at reducing the gender pay gap
- Use equality impact assessments to identify any adverse impact in our policies, projects and restructuring proposals



Gender Pay Gap Report 2025

- Use talent and succession software to identify internal talent pipelines and to create personal development plans
- Use specialist software to conduct equal pay audits and obtain salary benchmarking data
- Ensure that all salary increase requests are reviewed fairly and consistently by senior management
- Encourage the EDI champions group to support gender pay gap action planning in their areas of the business
- Support new parents via a network of parent buddies and support group
- Continue to create learning opportunities including storytelling to support the understanding of subjects which impact female colleagues such as the menopause, fertility and gender equality in the workplace
- Encourage women in senior roles to come forward and speak about their journey

- Create male allies across Abri who can lend their voice to support their female colleagues
- Create task and finish groups to deliver actions which support gender equality
- Review “return to work” practices after maternity leave to create true flexible working



- Create safe spaces to enable women to come together and discuss issues that impact on their lives
- Monitor the effectiveness of the Gender Equity Action Plan throughout the year via quarterly internal pay gap reporting.

DECLARATION: We confirm that the information and data reported are accurate and in line with the UK government’s Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:
Gary Orr, Group Chief Executive

A handwritten signature in black ink, appearing to read 'Gary Orr', written over a white background.

Gender Pay Gap Report 2025

EXPLANATION OF GENDER PAY GAP TERMINOLOGY

What is the gender pay gap?

Companies who employ 250 people or more are required by law to publish their gender pay gap and bonus gender pay gap. This means Abri must publish gender pay gap figures for The Swaythling Housing Society Limited T/A Abri and Octavia Housing.

For the purposes of transparency we also publish figures for for the Abri group as a whole.

A gender pay gap does not indicate an equal pay problem. There is a difference between the gender pay gap and equality pay for men and women which was first brought into line with the 1970 Equal Pay Act.

Gender pay gap

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. It is calculated using the hourly rate of pay for all employees employed on the 'snapshot date' of 5 April 2025 – excluding any employees on reduced pay (e.g. statutory maternity pay, statutory sick pay or unpaid leave).

Equal pay

Equal pay is determined in law as the right for women and men to be paid the same when doing the same or equivalent work. It has been an aspect of UK sex discrimination law for over 40 years and the law is now incorporated into the Equality Act 2010.

The mean gender pay gap

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by adding together all the hourly rates of pay for men and for women and dividing by the total number of male and female employees respectively. This shows the difference between the average earning of men and women, expressed as a percentage relative to men's earnings.

The median gender pay gap

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women. The median is calculated by ranking all the figures in descending order from the highest to the lowest and taking the figures in the middle of the list. The median therefore avoids potential 'skewing' influence of numbers at either extreme.

Gender Pay Gap Report 2025

Pay quartiles

This is the percentage of male and female employees in four quartiles, calculated by ranking employees from the highest paid to the lowest paid and dividing our workforce into four equal parts called, according to government guidelines, upper, upper-middle, lower-middle and lower pay quartiles.

Bonus gender pay gap

To calculate the bonus gender pay gap, the legislation requires companies to use the actual value of the bonuses paid to people during the 12 months leading up to 5 April 2025. The reporting structure makes no allowance for the fact that people working part-time will be paid (pro rata) relatively smaller bonuses.

The mean bonus gap

The mean gender bonus gap is the difference in average bonus pay that male and female employees receive.

The median bonus gap

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.



