

Gender pay gap report



Housing Plus Group provides homes and care services to customers across Staffordshire and Shropshire. As one of the largest housing providers in the region, the Group manages 12,000 homes and employs 600 people.

The Group and its member companies, which include Severnside Housing, South Staffordshire Housing Association, Care Plus, Severn Homes and Property Plus, work closely with their customers, partners and wider community to support thriving neighbourhoods and independent retirement living.

Our vision, to be **an excellent provider of homes and services**, sets out our ambition and purpose in the simplest possible terms.

We are passionate about fairness, equality and inclusion and are confident that men and women are paid equally for doing the same jobs across our business.

Gender pay gap

	Mean	Median
Hourly fixed pay	22.65%	20.97%

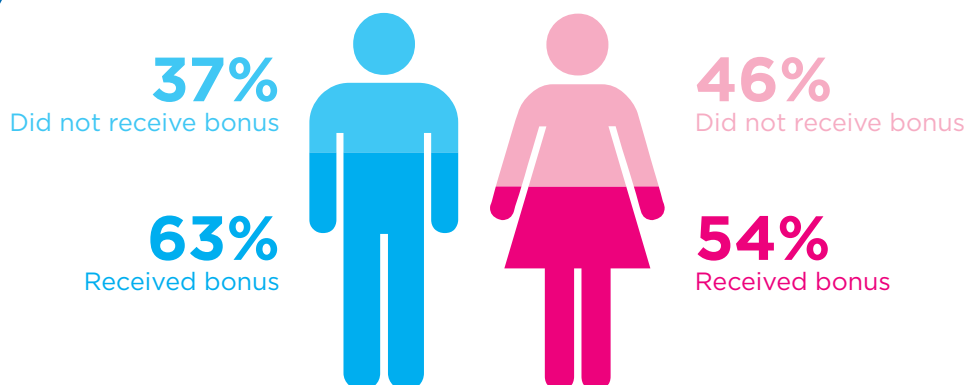
The table above shows our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date of 5 April 2017.

Bonus gender pay gap

	Mean	Median
Bonus paid	43.61%	12.76%

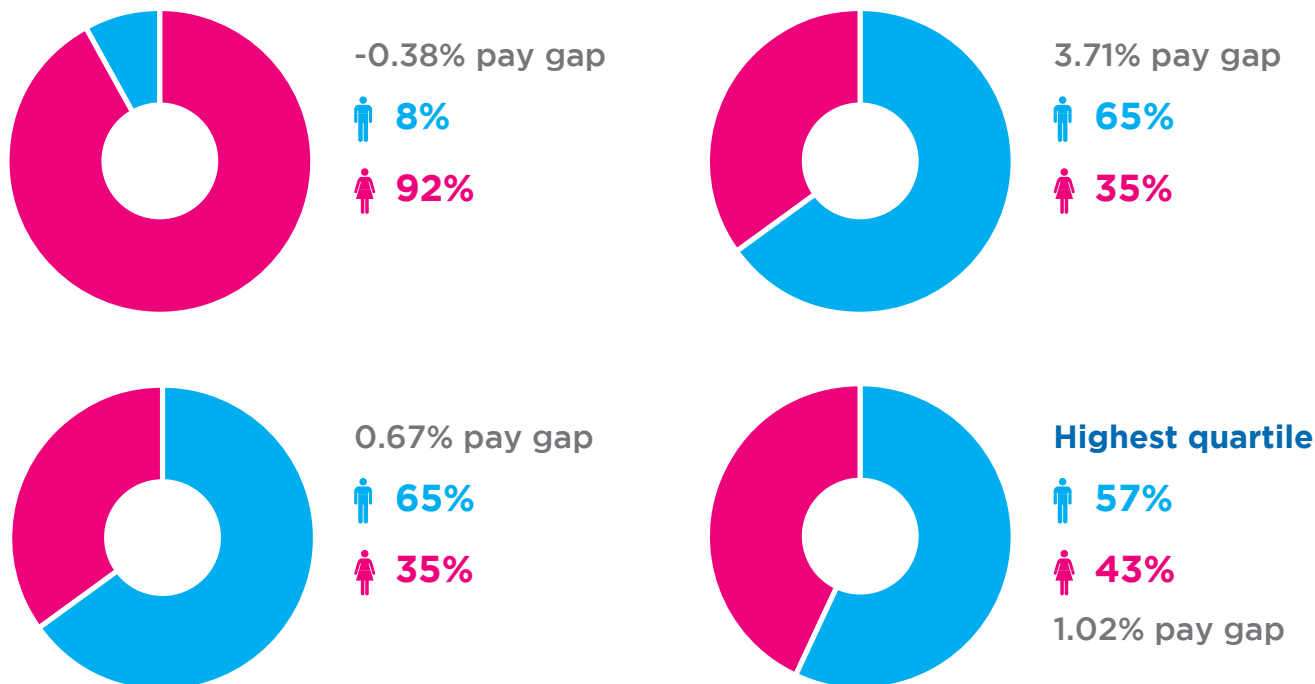
The table above shows our mean and median bonus gender pay gap for the year to 5 April 2017.

Proportion of colleagues awarded a bonus for 2016/17



There were 9% more men being paid a bonus in 2016/17. There were a number of colleagues that did not receive a bonus which was due to them not fulfilling the criteria or contract type.

The charts below illustrate the gender distribution at Housing Plus Group across four equally sized quartiles, each containing 133 colleagues.



We are a diverse group of different businesses with inherently dominant gender groups. Care Plus employees are mainly female whereas Property Plus is predominantly male. Both businesses are reflective of their sectors in being dominated by one gender. It is our ambition to improve the gender diversity within the Group by working to attract more men into care and more women into construction. Based on our quartile data we are confident that men and women are paid equally for doing equivalent jobs across the Group.

It is the Group's aim to get the mean gender pay gap below 18.00% within five years by reviewing our bonus, pay and allowances structure. We already have more females, including our chief executive, than males within our group (a ratio of 55:45).

I confirm that the data reported is accurate.

Sarah Boden, chief executive

