

Gender and ethnicity pay gap report 2021



Housing Plus Group is a Charitable Community Benefit Society providing homes and care services in Staffordshire and Shropshire. As one of the largest housing providers in the area, the Group manages 19,000 homes and employs more than 900 people.

We are pleased to report that our mean and median gender pay gap continues to decline. Since our first published report in 2017, the mean has fallen significantly by 4.12%.

It is important to Housing Plus Group that we represent the communities we serve in Staffordshire and Shropshire. We are delighted to say we are ahead of our plans to deliver on this ambition and can now publish our very first ethnicity pay gap report. We believe this will strengthen the foundations of equality, diversity, and inclusion across our Group and we are encouraged to report a mean ethnicity pay gap of -0.59%, demonstrating fair and robust pay and reward practices across our Group.

In 2021, our ambitious people strategy delivered consistent terms and conditions for our people, strengthened our employee voice and offered even more apprenticeship opportunities in our communities, creating a truly great place to work.

It is vital that Housing Plus Group reflects the diversity of our areas so we can continue to meet the needs of the **homes, lives and communities** we serve.

I confirm that the gender and ethnicity pay gap data contained in this report for Housing Plus Group is accurate and has been produced in line with mandatory requirements.

A handwritten signature in black ink, appearing to read "Sarah Boden".

Sarah Boden

Chief executive, Housing Plus Group



Gender pay gap 2021

	Mean	Median
Hourly fixed pay	18.53% (-0.75%)	21.54% (-3.44%)

The table above shows our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date of 4 April 2021.

The gender gap for mean hourly fixed rate of pay has seen a reduction of 0.75%. The gender gap for median hourly fixed pay has also reduced by 3.44% (24.98%, 2020).

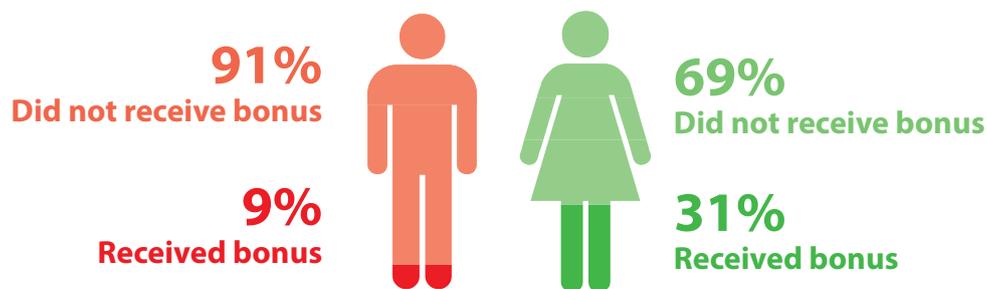
The Group has seen a period of growth and an increase in diversity in the middle two quartiles, impacting the overall mean hourly fixed rate of pay.

Bonus gender pay gap 2021

	Mean	Median
Bonus paid	59.5%	33.33%

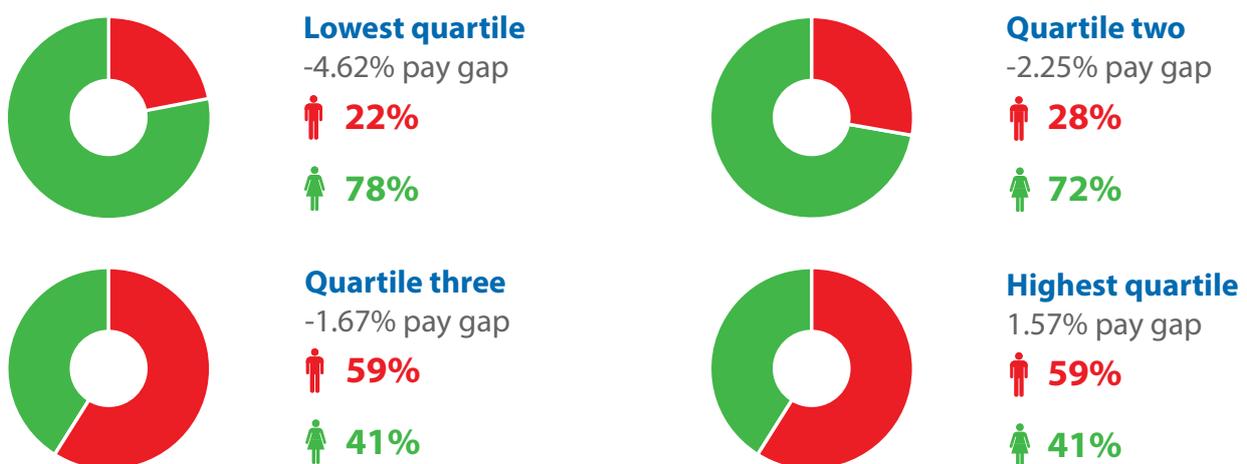
The table above shows our mean and median bonus gender pay gap for the year to 4 April 2021.

Proportion of colleagues awarded a bonus for 2020/21



Gender pay quartiles 2021

The charts below illustrate the gender distribution at Housing Plus Group across four equally sized quartiles, each containing 263 colleagues.



While the lowest and highest quartiles have seen an increase in the percentage of female workers, the remaining quartiles have remained static. The quartile data shows that there are predominantly more women than men in the two lower pay quartiles, which represents the care and facilities management teams within our business.

It is the Group's aim to continue working towards achieving a further reduction in our mean pay gap. We already have more females in the Group, than males (a ratio of 57:43).

Ethnicity pay gap 2021

	Mean	Median
Hourly fixed pay	-0.59%	-17.53%

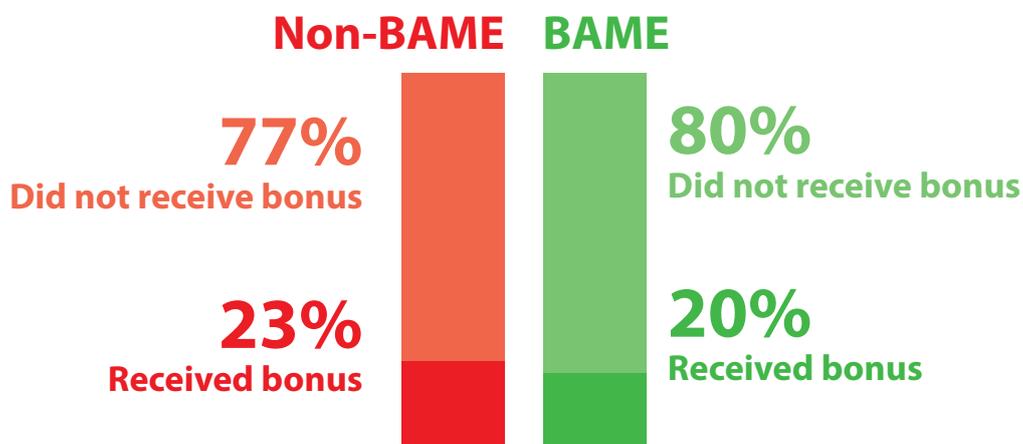
The table above shows our overall mean and median ethnicity pay gap based on hourly rates of pay at the snapshot date of 4 April 2021.

Bonus ethnicity pay gap 2021

	Mean	Median
Bonus paid	25.19%	25%

The table above shows our mean and median bonus ethnicity pay gap for the year to 4 April 2021.

Proportion of colleagues awarded a bonus for 2020/21



Ethnicity pay quartiles 2021

The quartile data shows a negative pay gap in quartiles one, two and three. This suggests that the Group's pay and reward frameworks are consistently applied - in a fair and robust manner - irrespective of race or any other characteristic.

	Lower quartile	Lower middle quartile 2	Upper middle quartile 3	Upper quartile
Ethnicity pay gap	-0.74%	-1.81%	-1.82%	3.91%

