

# Gender pay gap report 2018

Housing Plus Group is passionate about diversity, equality and inclusion and is confident that men and women are paid equally for doing the same jobs across the group.

Housing Plus Group's mean average gender pay gap as at 5 April 2017 was 22.65% and an action plan has been developed to address the gap.

## Gender pay gap

	Mean	Median
Hourly fixed pay	21.85%	23.16%

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 2018**.

The gap for mean hourly fixed rate of pay has seen a **reduction of 0.8%**, which can be predominantly attributed to the introduction of the new Grounds Maintenance team. The team sits within the lower quartile, bringing the lower pay male/female mean ratios more into line.

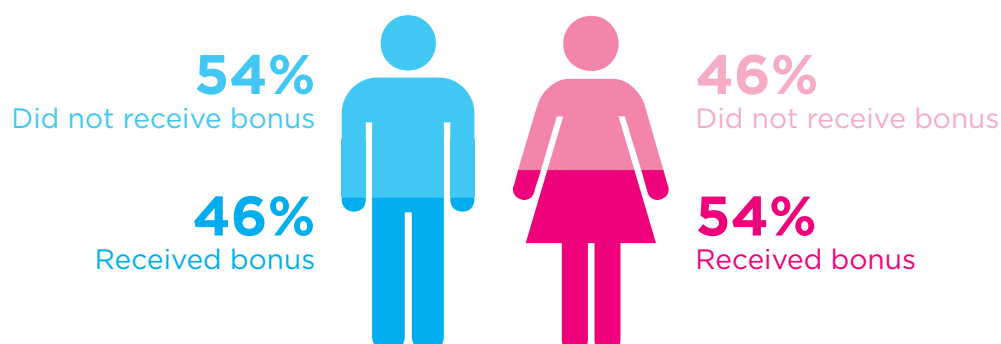
The gap for median hourly fixed pay has increased to 23.16% (last year 20.87%) which is as a result of an increase for both male and female employees in the median pay level.

## Bonus gender pay gap 2018

	Mean	Median
Bonus paid	57.8%	1.55%

The table above shows our mean and median bonus gender pay gap for the year to 5 April 2018.

## Proportion of colleagues awarded a bonus for 2017/18



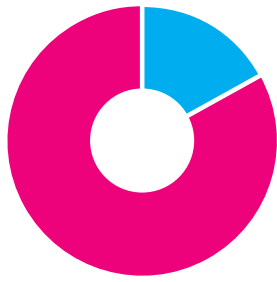
There were 8% more females receiving a bonus in 2017/18. Mean bonus has seen an increase to 57.80% (53.61% last year). This is as a result of bonus payments for the higher quartile earners.

In contrast the gap in median bonus paid which includes the middle earners in quartile two and three has reduced significantly, 12.76% in 2017 to 1.55% in 2018.

A number of colleagues did not receive a bonus due to them not fulfilling the criteria or contract type.

## Pay quartiles

The charts below illustrate the gender distribution at Housing Plus Group across four equally sized quartiles, each containing 138 colleagues.

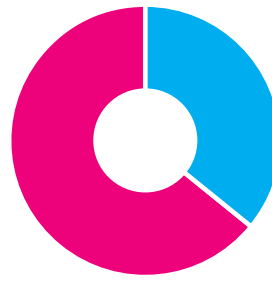


### Lowest quartile

-3.1% pay gap

 **17%**

 **83%**

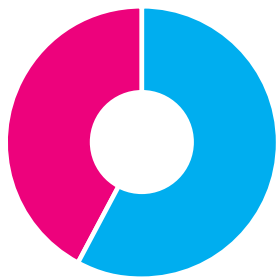


### Quartile two

4.19% pay gap

 **36%**

 **64%**

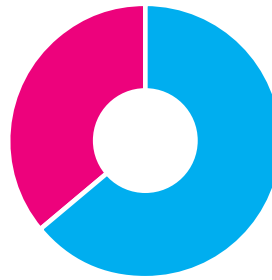


### Quartile three

-1.82% pay gap

 **58%**

 **42%**



### Highest quartile

-4.31% pay gap

 **64%**

 **36%**

Whilst the lowest quartile has seen an improvement in gender gap, the remaining quartiles have remained fairly static. The quartile data shows that there are predominantly more women than men in the two lower pay quartiles than in the two upper quartiles, which represents the Care workers and facilities management teams within our business.

It is the Group's aim to continue to work towards achieving a reduction in the pay gap to below 18.00% within five years by annually reviewing our pay, allowances and bonus structures. We already have more females, including our chief executive, than males within our group (a ratio of 57:43).

I confirm that the data reported is accurate.

Sarah Boden, chief executive

