

Gender pay gap report 2019

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 organisation.

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

Gender pay gap 2019

	Mean	Median
Hourly fixed pay	21.87% (+0.02%)	21.99% (-1.17%)

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 2019.

The gap for mean hourly fixed rate of pay has seen an increase of only 0.02%, which is virtually static from last year.

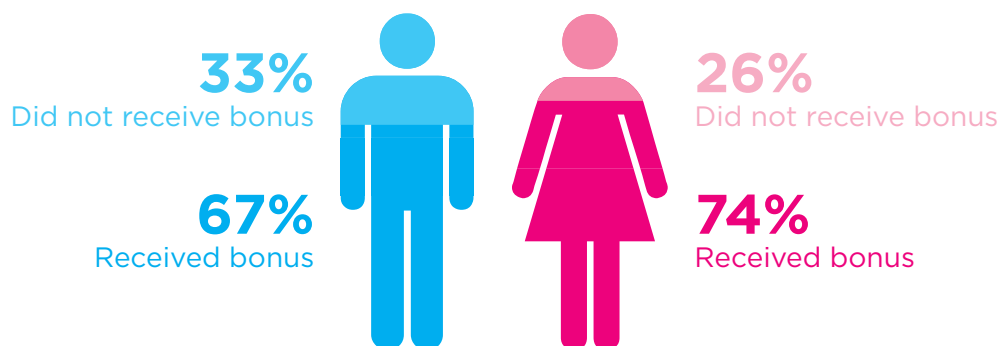
The gap for median hourly fixed pay has **reduced to 21.99%** (last year 23.16%). This is due to more males being introduced in the lower two quartiles while females remain static in the upper two quartiles. This has resulted in the median becoming more aligned across both genders.

Bonus gender pay gap 2019

	Mean	Median
Bonus paid	-2.94% (-60.74%)	31.18% (+29.63%)

The table above shows our mean and median bonus gender pay gap for the year to 5 April 2019.

Proportion of colleagues awarded a bonus for 2018/19

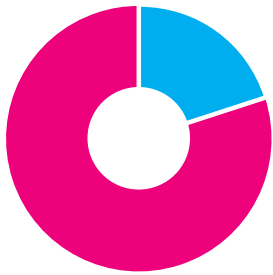


There were 7% more females receiving a bonus during the period, very similar to last year (8% more females). Mean bonus has seen a decrease to -2.94% (57.8% last year). This is as a result of more female bonus payments for the higher quartile earners.

In contrast the gap in median bonus paid which includes the middle earners in quartile two and three has increased significantly, 1.55% in 2018 to 31.18% in 2019. As a whole, more people have received a bonus this year than previously.

Pay quartiles

The charts below illustrate the gender distribution at Housing Plus Group across four equally sized quartiles, each containing 167 colleagues.

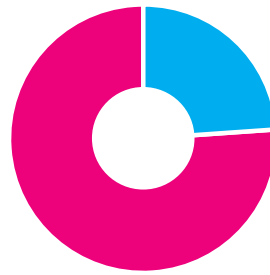


Lowest quartile

-5.13% pay gap

 **20%**

 **80%**

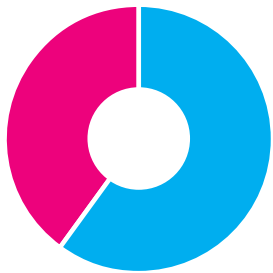


Quartile two

2.95% pay gap

 **24%**

 **76%**

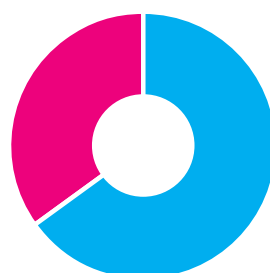


Quartile three

-1.93% pay gap

 **60%**

 **40%**



Highest quartile

-3.43% pay gap

 **65%**

 **35%**

While quartile two has seen an increase in female workers, 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 58:42).

I confirm that the data reported is accurate.

Sarah Boden, chief executive

