

Gender and ethnicity pay gap report 2023



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.

During the last seven years we have focused our attention on creating an inclusive culture where people can be the very best version of themselves and embrace all the opportunities the Group has to offer. We strongly believe this ethos has helped to erode our gender pay gap by over sixty percent since we started this journey in 2017.

It is certainly encouraging to see a further decline this year to **14.06%** in our mean gender pay gap. There is more work to do but our workforce planning strategy during the last three years has helped us to identify the key roles that the Group needs, now and in the future.

This has brought diverse talent into the organisation, particularly through our apprenticeship programmes and a renewed focus on nurturing our existing people. Our internal Talent Pool initiative has created development opportunities for high potential people from all areas of our organisation. Sixty-four percent of the Talent Pool are female leaders and a lot of them have moved into other roles, which is helping them to fulfil their potential. This has had a positive impact on all our upper pay quartiles.

Through our efforts to create an inclusive work culture, more colleagues have shared their diversity data with the Group, which has deepened our insight. We are reporting an ethnicity pay gap of **4.74%** and a strong representation of BAME colleagues holding senior positions.

We have launched our Equity, Diversity and Inclusion strategy this year, which gives more emphasis on improvements we can make for all our people and customers. People are at the heart of what we do and we remain committed to being a truly inclusive employer where all our colleagues can fulfil their potential at a great place to work.

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



Understanding our gender pay gap

Housing Plus Group has almost a 50/50 gender split across the organisation (52% female, 48% male), and we continue to see strong levels of female representation at senior levels, including a female CEO.

Our Care Plus division

Our care division equates to almost a quarter of our workforce, with greater female representation in hourly remunerated roles which impacts our overall pay gap.

Our results: gender pay gap 2023

	Mean	Median
Hourly fixed pay	14.06%	18.82%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date of 5th April 2023.

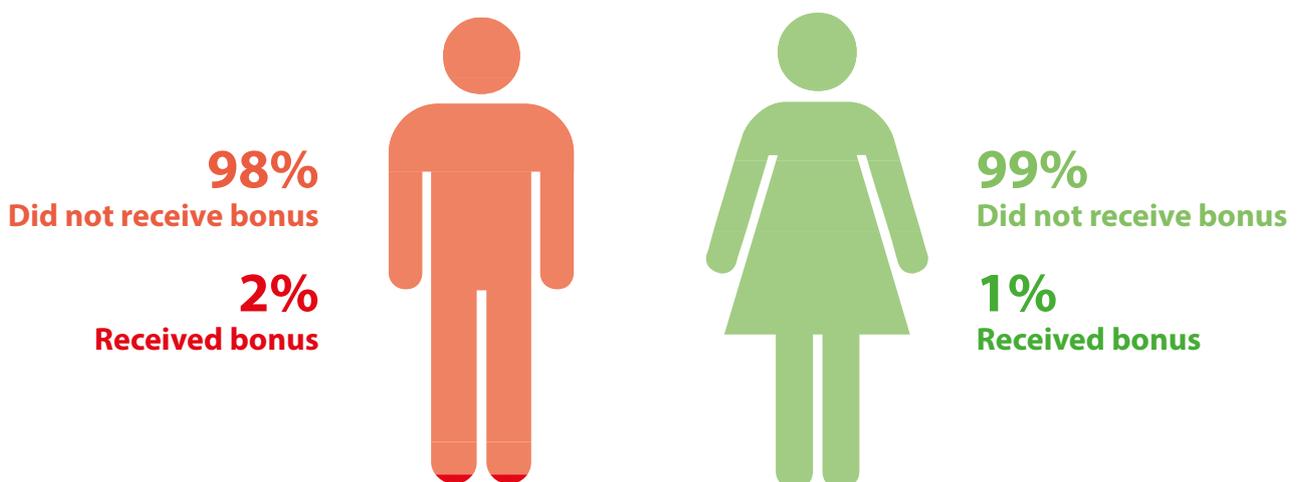
The gender gap for the mean hourly fixed rate of pay has seen a further reduction of 0.8% for the snapshot period.

Bonus gender pay gap 2023

	Mean	Median
Bonus paid	29.63%	7.4%

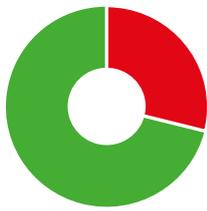
The table above shows our mean and median bonus gender pay gap for the year to 4 April 2022.

Proportion of colleagues awarded a bonus for 2022/23



Gender pay quartiles 2023

The quartiles are calculated by ranking pay for all colleagues from lowest to highest and then splitting into four equally sized groups, showing the percentage split of males and females in each group. Each quartile contains **244** colleagues.

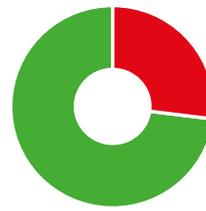


Lower quartile

-2.4% pay gap

29%

71%

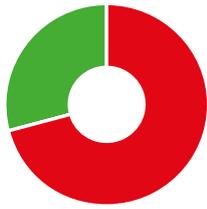


Lower middle quartile

4.9% pay gap

27%

73%

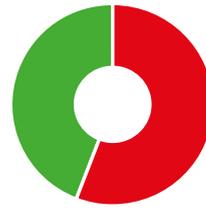


Upper middle quartile

-1.31% pay gap

71%

29%



Upper quartile

-1.04% pay gap

56%

46%

Understanding our ethnicity pay gap

While sharing gender data for employers is mandatory, sharing ethnicity data is not. We actively encourage colleagues to share their diversity data, to continuously improve our policies and practices across the business. We employ over 900 colleagues and in 2022, 89% of our colleagues chose to share their ethnicity data with us.

For those that have shared their ethnicity information, we are able to identify that 6.8% of our workforce categorise themselves as BAME.

The local context

Our services cover Shropshire and South Staffordshire, and we strive to be representative of the communities that we proudly serve. Local census data provides insight into the diverse communities we operate in, with 1.8% of the population across Shropshire and 3.5% in South Staffordshire identifying as BAME. It is pleasing to see that our organisation attracts good levels of community representation at 8.44% (February 2024).

Our results: ethnicity pay gap 2023

	Mean	Median
Hourly fixed pay	4.74%	13.78%

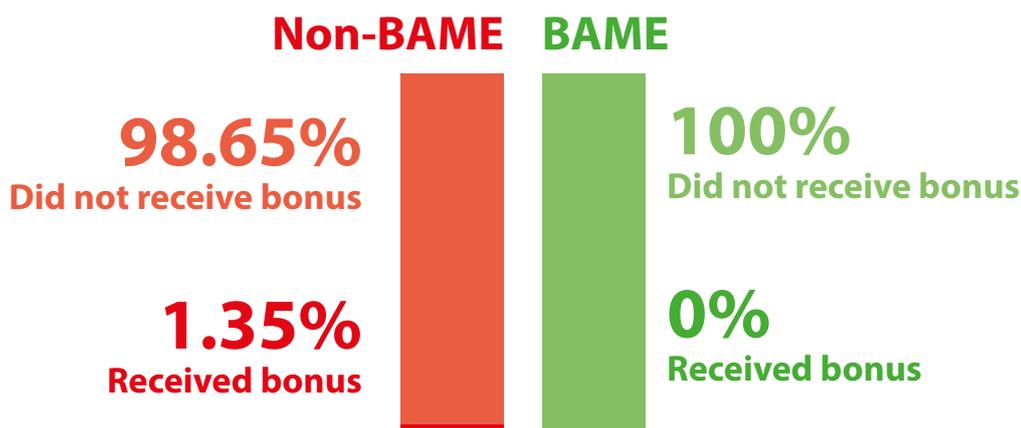
The table above shows our overall mean and median ethnicity pay gap based on hourly rates of remuneration at the snapshot date of 5 April 2023.

Bonus ethnicity pay gap 2023

	Mean	Median
Bonus paid	100%	100%

The table above shows our mean and median bonus ethnicity pay gap for the year to 5th April 2023. This largely reflects the significant reduction in bonus payments made across the Group for the year.

Proportion of colleagues awarded a bonus for 2022/23



Ethnicity pay quartiles 2023

The quartiles are calculated by ranking pay for all colleagues from lowest to highest and then splitting into four equally sized groups, showing the percentage split between BAME and non-BAME colleagues.

The results are based on the data available and gaps are a result of those either preferring not to say or providing no response at all. Each quartile contains 244 colleagues

	Lower quartile	Lower middle quartile 2	Upper middle quartile 3	Upper quartile
% proportion of BAME colleagues in each quartile	7.8%	6.1%	3.7%	7.8%
Ethnicity pay gap	2.42%	4.56%	-1.28%	8.65%

