

Gender pay gap report 2020



Housing Plus Group is a Charitable Community Benefit Society providing homes and care services across Shropshire and Staffordshire. As one of the largest housing providers in the area, the Group manages 18,000 homes and employs more than 800 people.

We are pleased to report our mean pay gap continues to fall this year (2.59%). Since our first published report in 2017 the group have managed to deliver a consistent decline in mean pay gap of 3.37%, alongside the continued evolution of our group, adding more than 200 people and 6,000 homes. The mean bonus gap has reduced since 2017 by 8.14%.

We have a clear goal to have a workforce that is representative of the communities we serve in both Shropshire and Staffordshire and I am pleased to say we are ahead of our plans to deliver on that ambition.

We have also just launched our new two-year people strategy setting out clear targets and actions to make our workplace even more diverse, and inclusive. These focus on our culture, values, and includes opportunities through apprenticeships, emerging leader programmes and our group talent strategy, to increase further the representation of women and diversity at all levels of our business.

While we are pleased that our mean pay gap has continued to reduce, we are confident that there is more that can be done in the future. We are committed to closing our gender pay gap and ensuring that we have a truly diverse team that can meet the needs of the **Homes, Lives and Communities** we serve.

I confirm that the gender 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



Gender pay gap 2020

	Mean	Median
Hourly fixed pay	19.28% (-2.59%)	24.98% (2.99%)

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 2020.

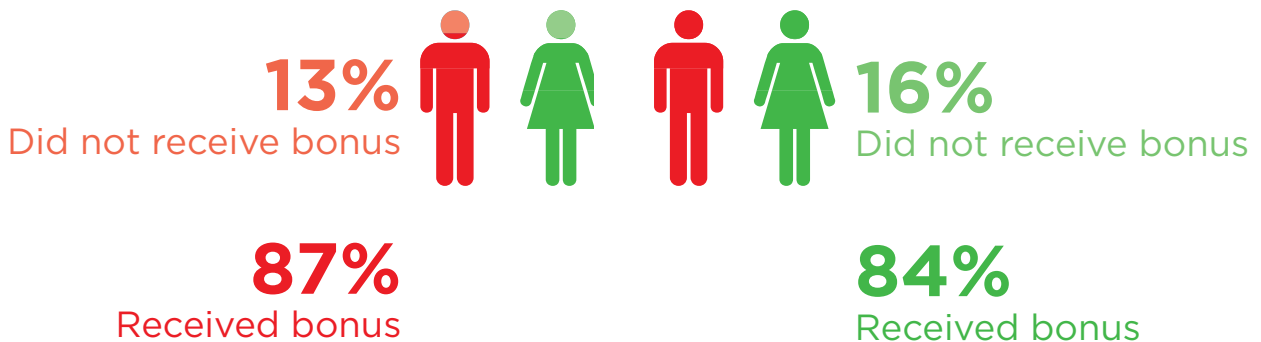
The gender gap for mean hourly fixed rate of pay has seen a reduction of 2.59%. The gender gap for median hourly fixed pay has increased by 2.99% (last year 21.99%). This is due to more females being recruited in the lower two quartiles as we have grown the group. This has resulted in a larger difference in the median value across both genders in 2020

Bonus gender pay gap 2020

	Mean	Median
Bonus paid	35.47%	36.59%

The table above shows our mean and median bonus gender pay gap for the year to 5th April 2020.

Proportion of colleagues awarded a bonus for 2019/20

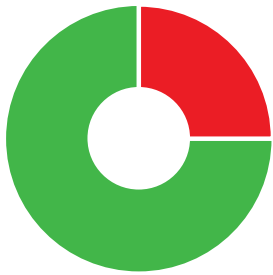


10% more females received a bonus during this period against 2019. Mean bonus has seen an increase gap to 35.47% against 2019 and median bonus has also increased to 36.59%. The Mean bonus gap has fallen since 2017 by -8.14%.

More people have received a bonus this year than previously which has reflected the group's performance.

Pay quartiles

The charts below illustrate the gender distribution at Housing Plus Group across four equally sized quartiles, each containing 210 colleagues.

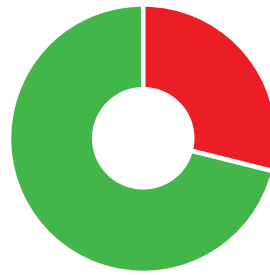


Lowest quartile

-6.36% pay gap

 **25%**

 **75%**

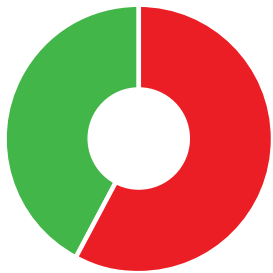


Quartile two

3.53% pay gap

 **29%**

 **71%**



Quartile three

-0.26% pay gap

 **58%**

 **42%**



Highest quartile

-6.16% pay gap

 **64%**

 **36%**

While quartile one and two has seen a decrease 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 than in the two upper quartiles, which represents the care workers and facilities management teams within our business.

It is the Group's aim is 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 56:44), including our chief executive.