

Gender and ethnicity pay gap report 2024



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.

Over the last eight years, building an inclusive culture has been the heart of everything we do where our people can thrive, embrace opportunity and bring their very best selves to work. This passion has allowed us to maintain over a sixty percent reduction in our gender pay gap since we began this journey in 2017.

This year, we are encouraged to see further progress with our mean gender pay gap reducing to 13.04% (down from 14.06% last year). While this is positive, we acknowledge that there are continuous improvements to be made across everything we do as an organisation.

Our workforce planning strategy over the past three years has strengthened the resilience of our group by creating growth and development opportunities for our people. This has been delivered by identifying roles within our organisation we need now, and in the future. This has also nurtured and brought further diverse talent into the group – particularly through our apprenticeship programmes and talent management initiatives.

Housing Plus Group proudly fosters an inclusive ethos to enable our people to deliver critical services to diverse communities across Staffordshire and Shropshire.

More colleagues have shared their diversity data than ever before, which has deepened our understanding of our workforce and enabled us to continue to voluntarily report on our ethnicity pay gap. We are seeing our talented ethnic minority colleagues strongly represented in our senior roles which is above our demographic average.

People remain at the heart of everything we do, and we are dedicated to being a truly inclusive employer where everyone can fulfil their potential and 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 2024

Understanding our gender pay gap

Housing Plus Group has an almost 50/50 gender split across the organisation (54% female, 46% male), and we continue to see strong levels of female representation at senior levels, including a female CEO.

Our Care Plus division

We continue to voluntarily aggregate and include our care division in our reporting which equates to almost a quarter of our workforce, with greater female representation in hourly remunerated roles that impacts our overall pay gap.

Our results: gender pay gap 2024

	Mean	Median
Hourly fixed pay	13.04%	18.81%

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 2024.

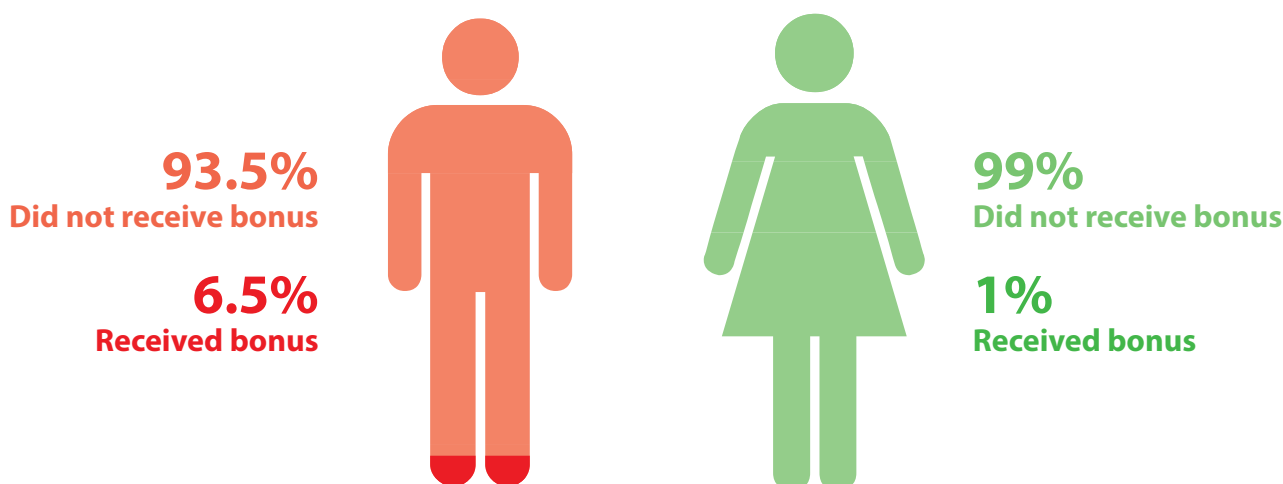
The gender gap for mean hourly fixed rate of pay has seen a slight reduction of 1.02%, indicating further progress at the mean level. The median pay gap remains relatively unchanged, moving from 18.82% to 18.81%.

Bonus gender pay gap 2024

	Mean	Median
Bonus paid	-8.73%	36.67%

The table above shows our mean and median bonus gender pay gap for the year to 5 April 2024. The shift suggests that females received higher bonuses than males in 2024. However, the median bonus pay gap indicates that whilst females received higher bonus payments, more males than females were issued with one.

Proportion of colleagues awarded a bonus for 2023/24



Gender pay quartiles 2024

The quartiles are calculated by ranking pay for all colleagues from lowest to highest and then splitting this data into four equally sized groups, showing the percentage split of males and females in each group. Each quartile contains **242** colleagues.

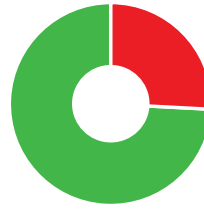


Lower quartile

0.77% pay gap

 **29%**

 **71%**



Lower middle quartile

5.62% pay gap

 **26%**

 **74%**

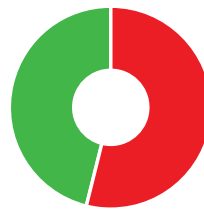


Upper middle quartile

-1.77% pay gap

 **75%**

 **25%**



Upper quartile

0.88% pay gap

 **54%**

 **46%**

There are no significant shifts in gender split across the quartiles, but there are some notable changes in pay gap for each category. The lower quartile has seen a closing of the average pay between males and females and whilst there are less females than males in our upper middle quartile, we have seen women paid on average more than males, reversing the pay gap.

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 2023, 90% 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 8.1% of our workforce categorise themselves as ethnic minority.

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 ethnic minority. It is pleasing to see that our organisation attracts good levels of community representation at 8.1%.

Ethnicity pay gap 2024

	Mean	Median
Hourly fixed pay	4.24%	18.75%

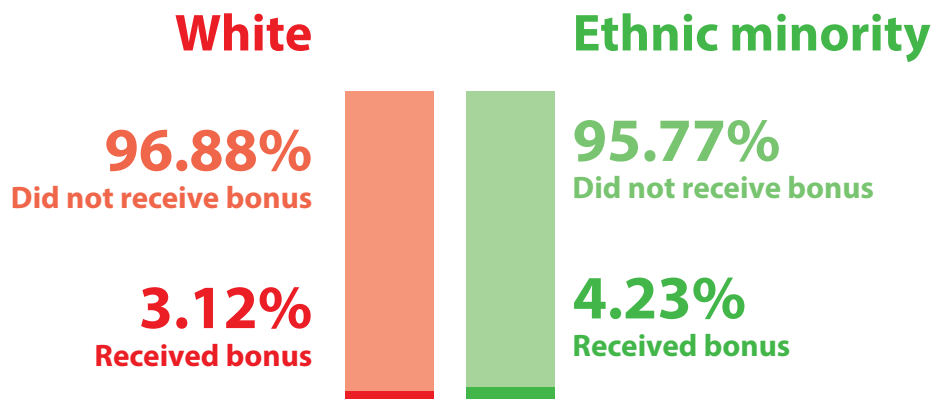
The table above shows our overall mean and median ethnicity pay gap based on hourly rates of pay at the snapshot date of 5 April 2024.

Bonus ethnicity pay gap 2024

	Mean	Median
Bonus paid	21.22%	39.42%

The table above shows our mean and median bonus ethnicity pay gap for the year 6th April 2023 to 5th April 2024.

Proportion of colleagues awarded a bonus for 2023/24



Ethnicity pay quartiles 2024

shows pay gap improvements in all quartiles except the lower middle quartile. 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.

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 **242** colleagues

	Lower quartile	Lower middle quartile 2	Upper middle quartile 3	Upper quartile
% proportion of BAME colleagues in each quartile	12.40%	4.50%	4.50%	7.90%
Ethnicity pay gap	-1.03%	5.63%	-1.70%	0.76%