

Gender and ethnicity pay gap report 2022



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.

We are pleased to report that we have met our five year target set in 2017, which was to reduce our gender pay gap below a mean of 18%. I am delighted to say that a further decline of 3.67% this year has meant that we have overachieved on that ambition; but there is always more work to do.

We also move into our second year of publishing our Ethnicity Pay Gap report. Our work around Equality, Diversity and Inclusion continues and our commitment to ensure that the Group represents the demographics of the communities we serve remains.

I am encouraged to see a mean of -9.57% in our ethnicity pay gap as we see an increase in diversity in the Group's senior roles.

These improvements in both gender and ethnicity pay gaps demonstrate our ongoing work across the group to ensure that our practices continue to be fair and that career opportunities are accessible to all; irrespective of your background.

This is another area we work tirelessly in. So we can create a truly great place to work which enables our people deliver our vision to be **a resilient organisation, making a positive difference to homes, lives and communities** in both Shropshire and Staffordshire.

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 2022

| | Mean | Median |
|------------------|--------|--------|
| Hourly fixed pay | 14.86% | 22.52% |

The table above shows our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date of 4 April 2022.

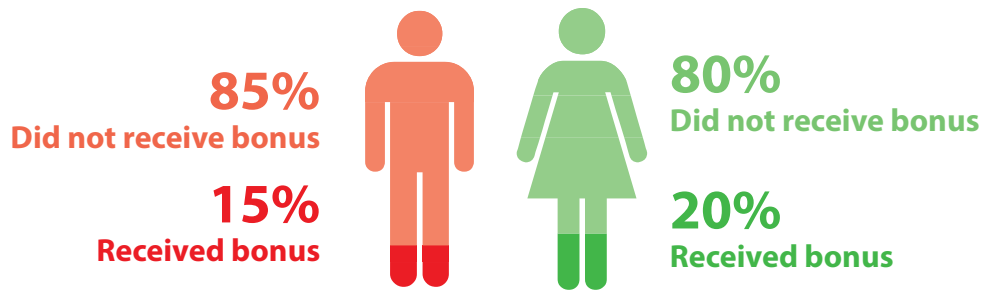
The gender gap for mean hourly fixed rate of pay has seen a reduction of 3.67%.

Bonus gender pay gap 2022

| | Mean | Median |
|------------|--------|--------|
| Bonus paid | 72.63% | 65.71% |

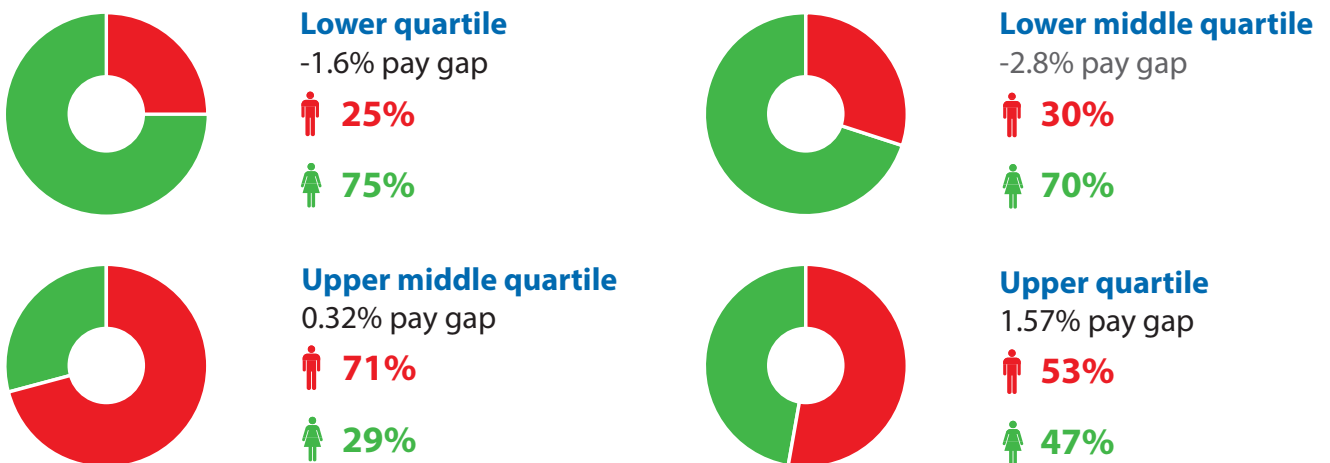
The table above shows our mean and median bonus gender pay gap for the year to 4 April 2022.

Proportion of colleagues awarded a bonus for 2021/22



Gender pay quartiles 2022

The charts below illustrate the gender distribution at Housing Plus Group across four equally sized quartiles, each containing 263 colleagues.



The upper quartile has seen an increase in percentage of female workers by 6% in the last year. The remaining quartiles have seen a decrease, particularly quartile three which has decreased by 12%.

The quartile data shows that there are predominantly more women than men in the two lower pay quartiles than in the two upper, which is typically representative of the care worker and facilities management teams within our group.

Ethnicity pay gap 2022

| | Mean | Median |
|------------------|--------|--------|
| Hourly fixed pay | -9.57% | -9.38% |

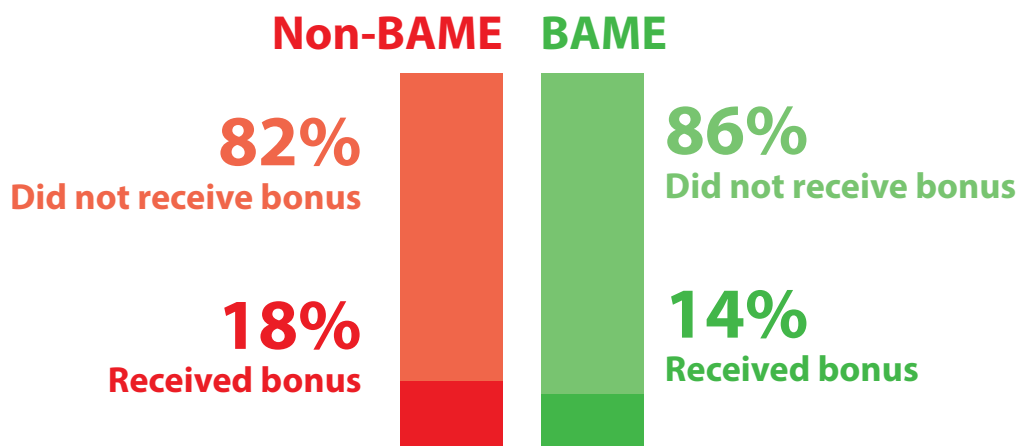
The table above shows our overall mean and median ethnicity pay gap based on hourly rates of pay at the snapshot date of 4 April 2022.

Bonus ethnicity pay gap 2022

| | Mean | Median |
|------------|--------|--------|
| Bonus paid | 45.96% | 25% |

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

Proportion of colleagues awarded a bonus for 2021/22



Ethnicity pay quartiles 2022

The quartile data shows a negative pay gap in our upper quartiles. This suggests that the Group's career opportunities are accessible to all and that pay and reward frameworks are applied - in a fair and robust manner - irrespective of race or any other characteristic.

| | Lower quartile | Lower middle quartile 2 | Upper middle quartile 3 | Upper quartile |
|-------------------|----------------|-------------------------|-------------------------|----------------|
| Ethnicity pay gap | 2.52% | -1.06% | -3.62% | -11.1% |

