

GENDER PAY GAP REPORT

APRIL 2019

**THIS REPORT IS BASED ON SNAP SHOT
DATA CAPTURED ON 5 APRIL 2018.**

BUSINESS SUMMARY

WITH ALMOST 30,000 HOMES ACROSS THE NORTH WEST, YORKSHIRE AND THE MIDLANDS, WE HAVE A LARGE AND DIVERSE HOUSING PORTFOLIO FOR CUSTOMERS.

These range from general properties for social and affordable rent, retirement living developments, and building new homes for shared ownership and private rent. We also provide housing and support to young adults at our foyers.

Widely regarded for our expertise in regeneration, we pride ourselves on providing quality homes which enable people to get on and off the property ladder at different stages of their lives, whilst living as independently as possible.

Our passionate and creative people work closely with our communities to create places for people to thrive and support our ambition to be recognised as a sector leading landlord.

**Creating more places for people to thrive
and be recognised as a sector leading landlord**

KATHY DORAN

**CHAIR,
YOUR HOUSING GROUP**



In 2018 Your Housing Group's Board signed up to achieving the standards of the Chartered Institute of Housing's Equality & Diversity Charter. We are committed to ensuring that equality and diversity principles are embedded across the organisation, inform business planning and shape our organisational culture. I feel confident that the various work streams being progressed will have real impact.

The Women's Working Group established in 2018 is influencing the organisation's action plan by informing it of the perceived barriers to progress at YHG.

We are committed to flexible working and embrace agile working where possible across the organisation. Our Gender Pay Gap action plan focusses on recruitment and selection ensuring female applicants at senior levels are offered an interview to enable a fair and competitive process.

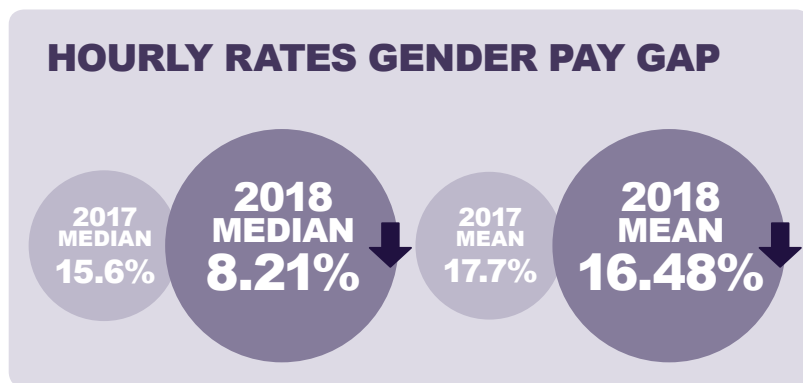
We are encouraged by the reduction in our gender pay gap since last year and further reducing it is an absolute priority for the Group.



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GENDER PAY GAP DATA

It is a Government requirement to publish details of our gender pay gap, specifically the difference in average female earnings compared to average male earnings. The gender pay gap findings for Your Housing Group in April 2018 are as follows:



EMPLOYEES RECEIVING A BONUS [%]

MALE
8.53%

FEMALE
0.19%

BONUS PAY GENDER PAY GAP

MEDIAN
-262.67%

MEAN
-69.51%

Due to the small % of employees overall receiving a bonus, the comparable amounts paid range significantly. However the actual bonus paid to those female employees eligible was towards the top of the range, this has produced a negative bonus pay gap.

PROPORTION OF EMPLOYEES IN EACH PAY BAND BY QUARTILE

Quartile	Female	Male
Upper	46.2%	53.8%
Upper middle	58.2%	41.8%
Lower middle	57.7%	42.3%
Lower	64.9%	35.1%

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GENDER PAY GAP

Your Housing Group's mean gender pay gap in April 2018 is 16.48%, a decrease of 1.22% since April 2017. YHG will agree targets at its April 2019 Board which will be supported by further action to reduce this gap.

YHG is committed to continually supporting equality through all organisational practices.

HOW OUR GENDER PAY GAP DIFFERS FROM 2017

**The mean gender pay gap has decreased by 1.2%.
The median gender pay gap has decreased by 7.39%.**

The number of women in the upper quartile has reduced slightly, there has been an increase in the percentage of women in the upper middle quartile.

HOW WE ARE CONTINUING TO ADDRESS THE GENDER PAY GAP

- We are addressing the gap by ensuring that there is a fair representation of both sexes in the candidates put forward for interview for roles at senior management level.
- We offer a flexible working environment and have introduced an agile working practice in several areas which allows our employees to spend less time in the office, helping with their work-life balance and responsibilities outside of work.
- We have created a working group for women across the business to express their views and discuss their experiences in the workplace. We want to make sure we are breaking down any barriers that are stopping women from progressing in their roles or into senior positions within the company.
- We have tailored a specific programme to support women into senior leadership.
- A new pay grading structure has now been implemented to ensure we reward employees equally and transparently irrespective of gender.

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**CREATING MORE
PLACES FOR PEOPLE
TO THRIVE
AND BE RECOGNISED
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LEADING LANDLORD**

**BECAUSE PEOPLE NEED
QUALITY HOMES THAT
THEY CAN AFFORD**

**PASSION
PRIDE
CREATIVITY
ACCOUNTABILITY**