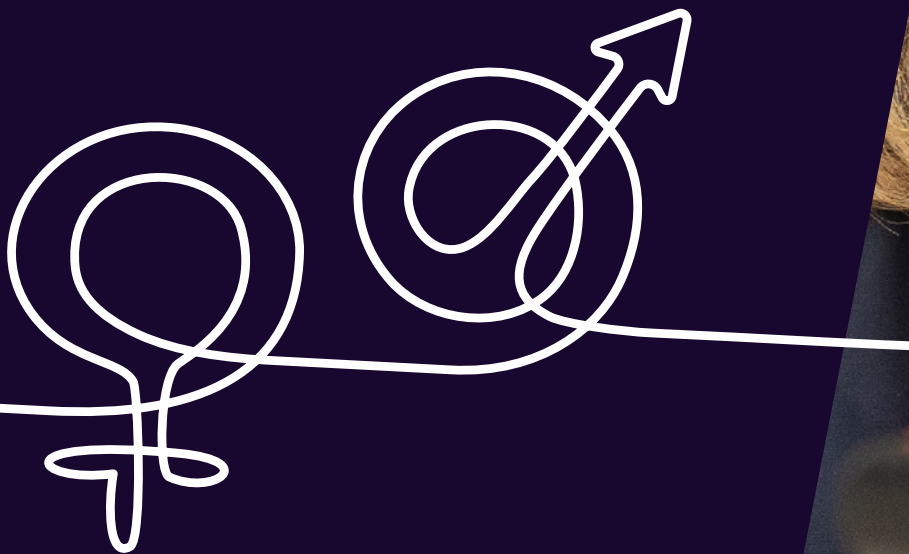


GENDER PAY GAP REPORT

APRIL 2022

THIS REPORT IS BASED ON SNAP SHOT
DATA CAPTURED ON **5 APRIL 2021**



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



BUSINESS SUMMARY



As one of the UK's largest housing providers with almost 30,000 homes across the North West, Yorkshire, and The Midlands, we have a large and diverse housing portfolio for customers.

We are a registered social landlord, helping people at every stage of life to live in quality homes they can afford.

Through our innovative approach, we will finance, build and manage more homes to increase choice and drive value for our customers - from general properties for social and affordable rent, retirement living developments, and building new homes for shared ownership and private rent. Creating more places for people to thrive and be recognised as a sector leading landlord.

We place safety at the heart of all that we do - for customers, colleagues, and our supply chain.

Innovation is in our DNA - we're not afraid to try new things or do things differently. We challenge thinking, encourage new ideas and we're passionate about playing our part in tackling the UK's housing crisis.

KATHY DORAN

Chair, Your Housing Group

“ Last year was a year of change, yet our commitment to our people and narrowing our gender pay gap is unwavering.

Our gender pay gap has increased slightly this year at 7.8% from 6.7% in 2020. This is due to several roles being filled by employees on short fixed-term contracts on higher rates. I'm pleased to say these roles have now been filled by female applicants on permanent contracts which will close the gap and drive greater balance.

Our business attracts a variety of roles and our gender balance differs by area. In 2021 we grew our call centre, which predominately attracts women and is at the lower end of the pay scale, therefore contributing to the increased pay gap. I am pleased, however, to see that a number of these employees have now been promoted to other areas within the business.

The move to homeworking has provided our people with a healthier work life mix, and feedback showed that women, in particular women with children, felt this has eased the pressure of balancing their work and home commitments.

The outputs of the Balance for Better group, established in 2018 to drive gender balance across the organisation, continue to spearhead progressive change.

Last year, as part of our wellbeing strategy, we rolled out Menopause Training which was mandatory for managers and all other employees were encouraged to attend by our executive leadership team.

I am proud of the work we have done so far, and I look forward to seeing what the Balance for Better Group achieve this year as it widens its focus to all strands of diversity, in addition to gender.

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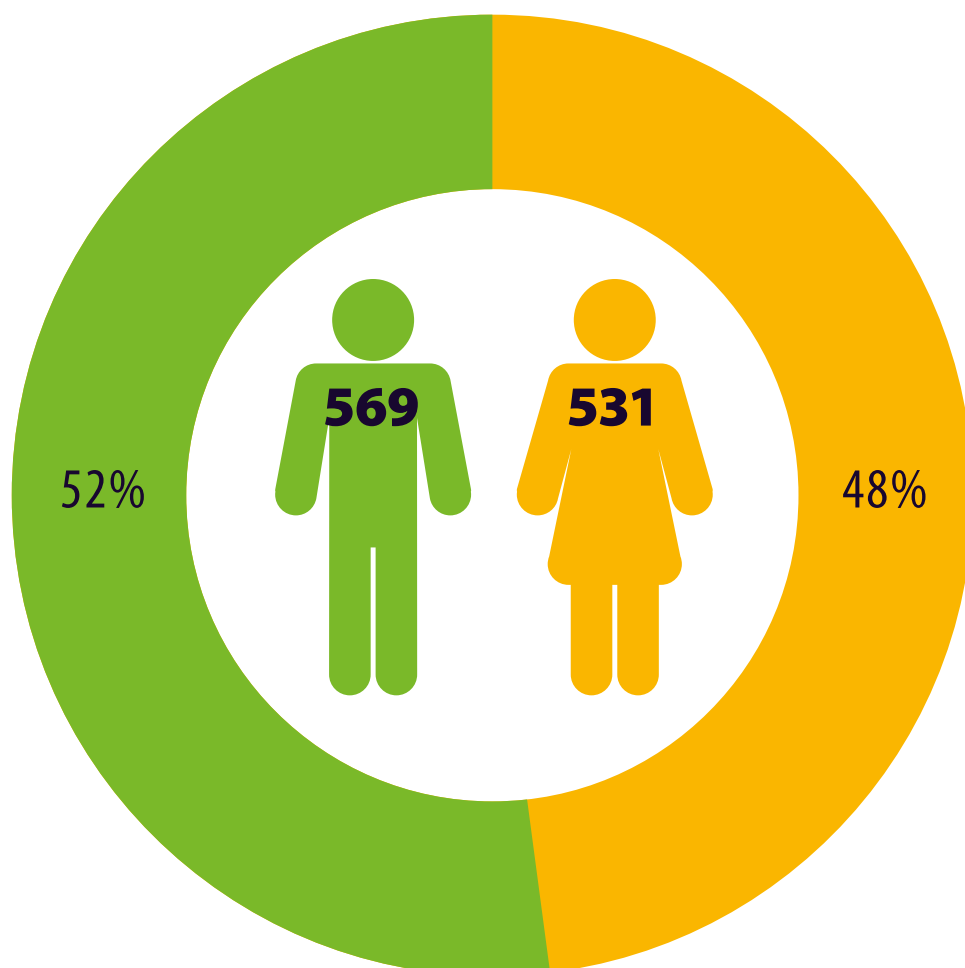
WHAT IS THE GENDER PAY GAP?



UK companies with 250 or more employees have to report their gender pay gap figures.

These figures measure the difference between the average earnings of men and women, expressed relative to men's earnings within the organisation.

On 5 April 2021, when the snapshot data was captured, Your Housing Group and fix360 combined had a total of **1,100** employees.

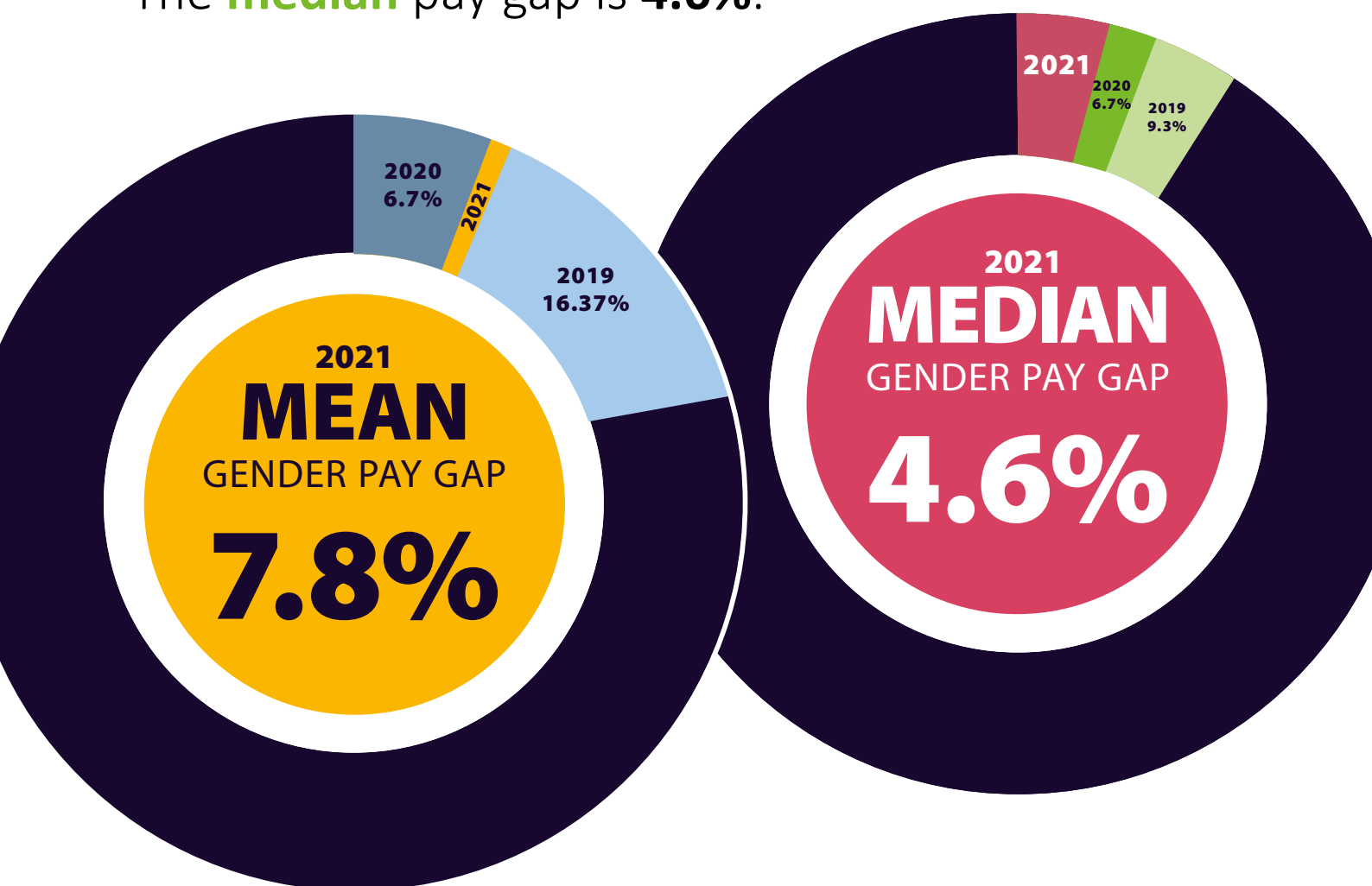


PAY GAP



Your Housing Group's **mean** gender pay gap at **April 2021** is **7.8%**

The **median** pay gap is **4.6%**.



The **mean pay gap** is the difference between the average hourly rate for men and women.

The **median pay gap** is the difference between the midpoint salaries for men and women in the organisation.

BONUS GAP



The bonus pay gap is the difference between the average bonus paid to men and women during the 12 months previous to April 2021.

RECEIVED A BONUS

Overall during this period **0.6%** of employees received a bonus



0.7%



0.6%

MEDIAN BONUS GAP









Members of the Executive and Senior leadership Team are eligible to receive a bonus, as the gender imbalance has been addressed at this level the bonus gap has also **significantly** decreased.

MEDIAN
BONUS GAP
7.9%

PAY QUANTILES

To the right is the gender distribution across four equally sized quantiles.

A lot of our lower paid roles, including cleaners and customer service advisors, are taken by women.

LOWER QUANTILE		LOWER MIDDLE QUANTILE	
 55.2%	 44.8%	 47.1%	 52.9%
UPPER MIDDLE QUANTILE		UPPER QUANTILE	
 42.7%	 57.3%	 59.5%	 40.5%

What action have we taken to

ADDRESS THE GENDER PAY GAP



GENDER BALANCED EXECUTIVE TEAM

Our team of four executive directors is **gender-balanced** and made up of **two females** and **two males**.

New to our executive leadership team is Nicki Buckley, Chief Financial Officer.



**NICKI
BUCKLEY**

Chief Finance Officer



WORK/LIFE BALANCE

We're passionate about providing our people with a healthy **work life mix**. We offer flexible working and an agile culture across the majority of the business, which enables employees to work flexible hours from various locations of their choosing.

75% of our people are homeworkers on permanent homeworker contracts, which has only enhanced people's work-life balance.

We're an employer of choice, with over **88% of colleagues** recommending us as a 'great place to work'.



We established a working group, 'Balance for Better', in 2018, specifically aimed at promoting gender equality across our workforce and making meaningful and progressive changes to address the gender pay gap.



BALANCE FOR BETTER

I'm Janet Hill and I'm the Head of Learning and Development at Your Housing Group. I first joined YHG on a three-month contract to support the development of the executive leadership team but fast forward five years and I'm still here! That's one of the reasons why I love YHG - there are always opportunities to grow and develop your career.

I'm so proud to work for YHG - an organisation that wants to do the right thing and that celebrates and empowers their colleagues, regardless of gender, to get involved and make a difference. I feel that as a female Head of Service I'm valued for the role I do and the skills and knowledge I bring.

Gender equality in the workplace should be an absolute given, but I know this isn't always the case. Equality isn't about treating others equally as everyone is different and we don't all come from an equal base - to me it's about treating everyone as an individual and removing inequalities to ensure people receive the same opportunities and rewards.

I started my career in retail management, which at the time was a very male-dominated environment, and I've experienced situations that I wouldn't want other women to face but were normal at the time. I've experienced first-hand how career progression and opportunities can be stalled just because you're a woman, which is why it's so important to stand up and speak out against things that are not right, not just from a legal point of view but from a moral point of view.

Research shows that many women want to progress in their careers but doubt their capability, struggle with confidence or experience imposter syndrome and this needs to change. But this isn't just our problem to solve - we all have a responsibility to change this which is why we set up Balance for Better in 2018 - a working group that promotes gender equality across our workforce and makes meaningful and progressive change to address the gender pay gap.

I'm proud of the work we've done through Balance for Better and the difference this has had on our gender pay gap. In 2019 we held a Balance for Better conference with the theme Inspiring Women, and we received some wonderful feedback from colleagues, female and male, who told us they left feeling inspired and were even looking at their future differently as a result.

I hope in the future there will no longer be a need for groups like Balance for Better to champion gender equality because it will be a given, but I'm proud that we're leading the way at YHG.

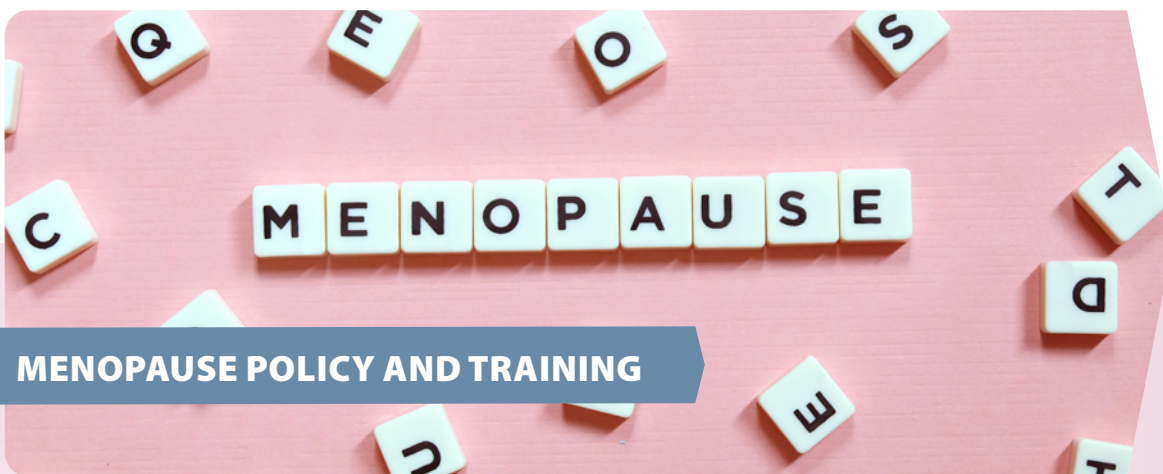
My wish is that my daughter and her peers will work in a society where they are appreciated and rewarded for the skills, attributes, and knowledge they bring to the role and are afforded the same opportunities as their male colleagues.



Janet Hill

Head of Learning & Development





MENOPAUSE POLICY AND TRAINING

Menopause is a natural part of life and is something that will impact most of us, whether we're going through it ourselves or supporting a family member, friend or colleague experiencing it, but it doesn't always come naturally in conversation.

We wanted to change this and in 2021 we implemented our **Menopause Policy** to encourage conversations and create a positive working environment where our people feel comfortable and confident in discussing menopausal symptoms openly and without embarrassment, so they can ask for support.

As part of our wellbeing strategy, we rolled out two Menopause training sessions – one for general awareness that was optional for all our people and a mandatory session for managers. The sessions were interactive and gave our people the opportunity to ask questions and gain a better understanding of Menopause and how to support people who are experiencing it.

Our executive leadership team and senior leadership team were the first two groups to complete the training and following the sessions, encouraged everyone else to attend.

8 out of **10**

Menopausal women are the fastest-growing workforce demographic

with nearly 8 out of 10 menopausal women currently in work.

During this training and in the policy, we refer to 'women' but acknowledge that transgender and non-binary people can also be affected by menopause and are included in this policy.

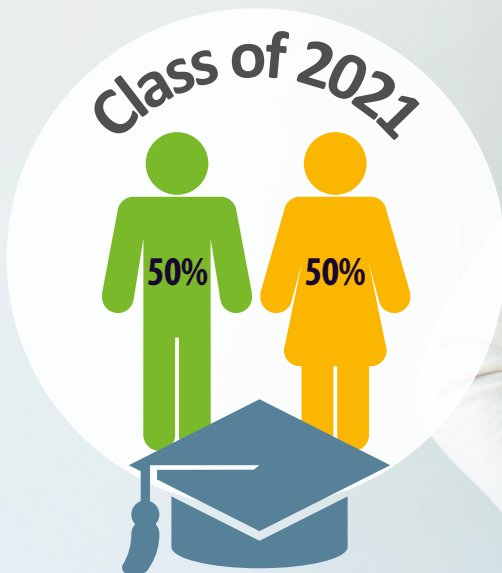




LEAD PROGRAMME

Our LEAD Programme is a high potential development programme which was introduced in 2018.

It is designed to support the development and progression for both men and women across the business who have been identified as having the potential to progress into more senior roles.



We celebrate International Women's Day annually with activities and communications that highlight the importance of equality and balance at YHG.



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

Why?

Because people need quality homes that they can afford.

 yourhousinggroup.co.uk

 [yourhousing](https://www.facebook.com/yourhousing)

 [Your_Housing](https://twitter.com/Your_Housing)