

**YOUR
HOUSING
GROUP
GENDER
PAY GAP
REPORT
APRIL 2017**

YOUR HOUSING GROUP BUSINESS SUMMARY

With more than 28,000 homes across the North West, Yorkshire and the Midlands, the business has a large and diverse portfolio.

These range from general properties for social and affordable rent, through to retirement living developments and innovative private rental offers.

Widely regarded for its expertise in regeneration, Your Housing Group prides itself on providing homes which help people to live independently and on enabling people to get on and off the property ladder at different stages of their lives.

With a pioneering, creative workforce, we are working efficiently and effectively to build as many quality homes as possible to play our part in solving the national housing crisis.

CREATING MORE PLACES TO THRIVE

MARK TATTERSALL

CHAIR,
YOUR HOUSING GROUP



“ Your Housing Group’s Board committed to providing the necessary leadership to ensure equality and diversity principles are embedded across the organisation. Consequently, the Board has recently signed up to the Chartered Institute of Housing Charter for Equality and Diversity. This will mean that equality and diversity principles inform our future business planning and shape our organisational culture going forward. The various projects being progressed provide clear evidence of the Board’s commitment to establishing equitable reward and benefit packages for all our employees based on fairness, performance and recognition. ”



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 April 2017 are as follows:

Hourly Rates Gender Pay Gap

- **Mean gender pay gap: 17.7%**
- **Median gender pay gap: 15.6%**

Bonus Pay Gender Pay Gap

- **Mean bonus gender pay gap: Not applicable**
- **Median bonus gender pay gap: Not applicable**

Proportion of Gender Pay in Quartile Bandings

- **Upper quartile 52.5% male and 47.5% female**
- **Upper middle quartile 38.0% male and 62% female**
- **Lower middle quartile 32.7% male and 67.3% female**
- **Lower quartile 34.5% male and 65.5% female**

GENDER PAY GAP

Your Housing Group's mean gender pay gap at April 2017 is 17.7%. Whilst the YHG pay gap is under the UK average of 18%, the Group acknowledges that work is required to reduce this gap and is committed to continually support equality through all organisational practices.

Why we have a gender pay gap

We are working extremely hard to ensure that all men and women are treated equally; however, our data shows the biggest disparity is between the number of men and women in senior roles and addressing this disparity will take time. The Group has gone through a period of significant change following a restructure of its legal entities to address the challenges in the sector. The restructure resulted in the removal of a number of senior leadership roles filled by women who then left the business through individual career choices which we had no direct control over. However, we are progressing a range of initiatives to help us meet and address diversity imbalances as part of our continuous improvement strategy.

How we are addressing the pay gap

Your Housing Group values and embraces equality and diversity and is committed to ensuring it is embedded across the business, and shapes the culture through employee engagement, development and training. In order to develop our staff, the Group has established a development and talent management programme that aims to identify those who have potential to progress into more senior roles, regardless of a person's gender. Staff are trained to ensure equality and diversity objectives are met and policies and procedures reflect these objectives. Roles are recruited based on merit, ability and qualifications. Managers are trained to remove unconscious bias by using an objective and non-discriminatory approach. The Group's commitment to equality and diversity is also supported through fair pay practices. Reward and Benefit packages are family-friendly and flexible in supporting lifestyle needs. The Group's remuneration policies are based on fairness, performance and recognition. These policies undergo equality impact assessments to prevent any discrimination.

GENDER PAY GAP

We are committed to closing the pay gap and here are some of the projects that support this objective:

- A comprehensive performance management and development framework has been established to help recruit people with the right behaviours and support individuals' career choices.
- The development and implementation of a new pay and grading structure underpinned by a job evaluation system that ensures we reward fairly and equitably.
- Establishing ongoing Board level scrutiny of equality and diversity that will oversee our performance against our strategy and statutory duties.
- A new wellbeing initiative that promotes and embraces the diverse nature of our people with clear organisational messages and yearly action plans to support this approach.

We are working hard to deliver Your Housing Group's vision of being more agile and innovative in the way we work. In order to achieve this, it is crucial that our employees reflect the diverse communities we serve. The Group will report on the progress in achieving our objectives in future reports.

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MORE
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