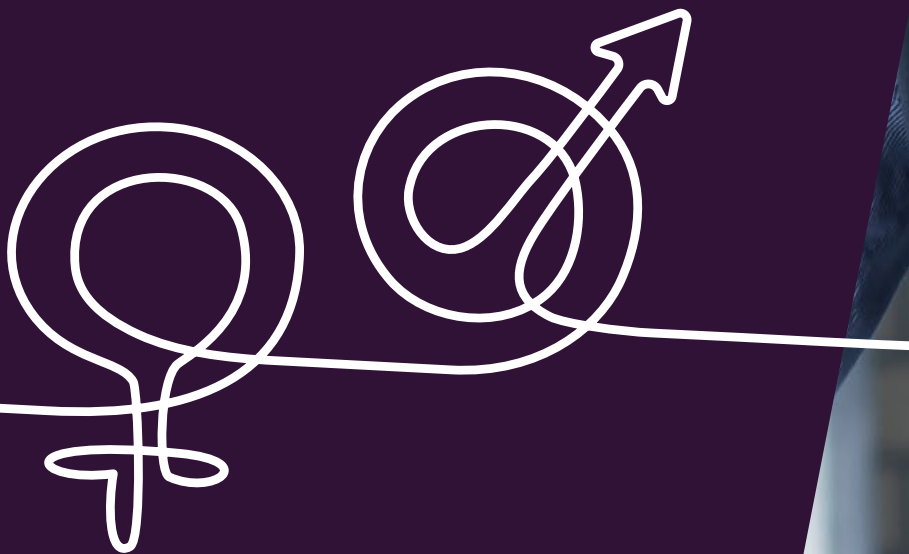


GENDER PAY GAP REPORT

APRIL 2021

THIS REPORT IS BASED ON SNAP SHOT
DATA CAPTURED ON **5 APRIL 2020**



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



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 ambitions to be recognised as a sector leading landlord.

KATHY DORAN

Chair, Your Housing Group

I am delighted to see the gap **reduce** from 16.4% **down to 6.7%.**

“ It’s been four years since we began reporting on our gender pay and I am delighted to see the **gap reduce from 16.4% down to 6.7%.**

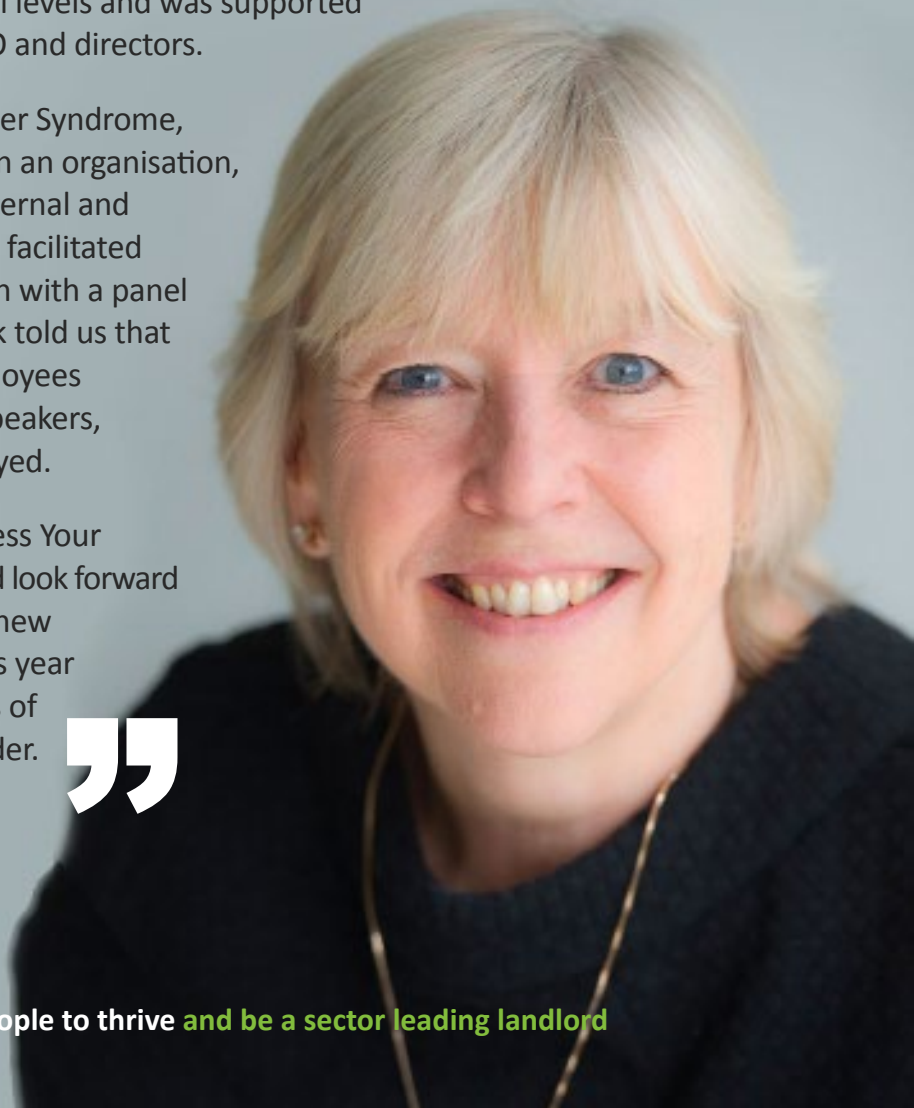
Last year has been challenging in so many ways, yet the pandemic hasn’t altered or encroached on our commitment to narrowing the gap and the figures speak for themselves. And this is testament to the policies we have put in place and the work we are doing.

The outputs of the Balance4Better group, established in 2018 to drive gender balance across the organisation, continues to spearhead progressive change. Not least, the Balance4Better conference in late 2019 was well attended by women and men across the organisation at all levels and was supported by Board Members, our CEO and directors.

It covered topics like Imposter Syndrome, the importance of balance in an organisation, shared experiences from internal and external speakers and had a facilitated question and answer session with a panel including our CEO. Feedback told us that it re-motivated female employees who were inspired by the speakers, statistics and messages relayed.

I am delighted by the progress Your Housing Group has made and look forward to seeing the launch of our new inclusion campaign later this year which will look at all strands of diversity, in addition to gender.

”



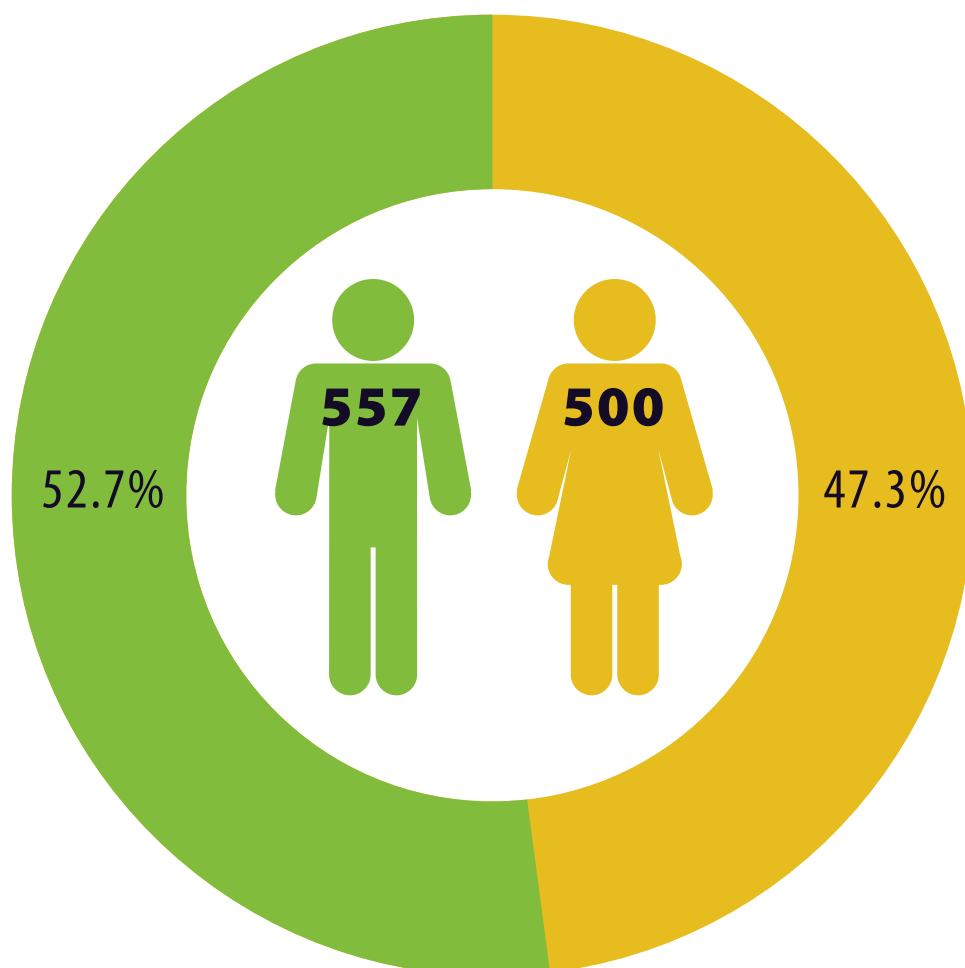
WHAT IS THE GENDER PAY GAP?



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, when the snapshot data was captured, Your Housing Group and fix360 combined had a total of **1,057** employees.



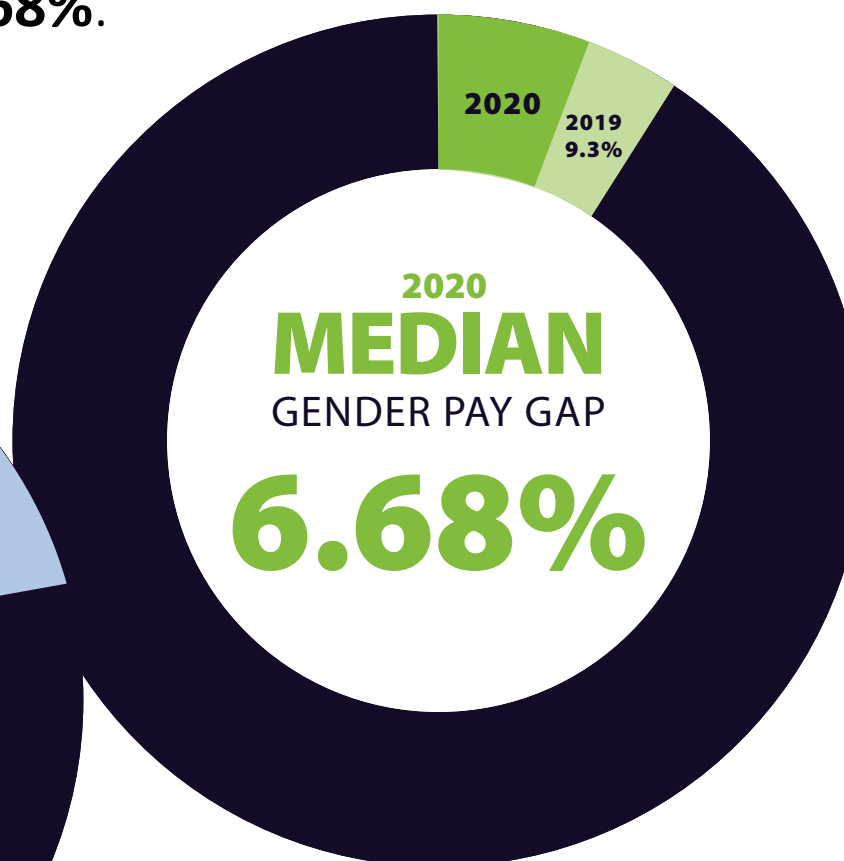
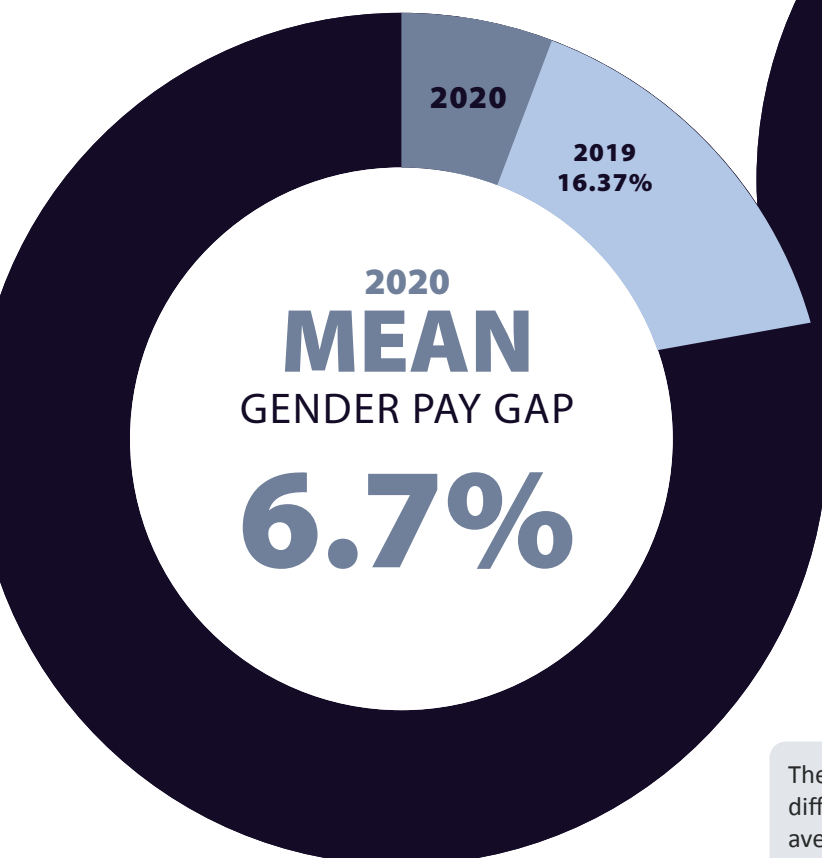
PAY GAP



Your Housing Group's **mean** gender pay gap at April 2020 is **6.7%**, a **decrease** of 9.7% since the previous year.

The **median** pay gap has also **decreased** by 9.6 to **6.68%**.

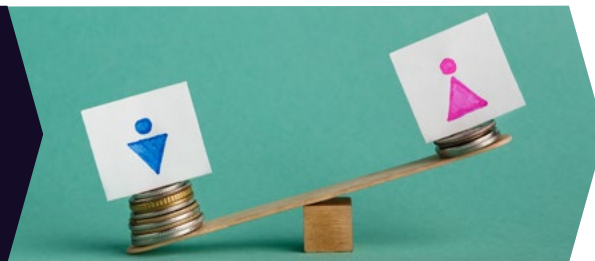
We have made several changes in the organisation to enable this change.



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 2020.

RECEIVED A BONUS

The median pay gap is the difference between the midpoint bonus for men and women. **Overall during this period 0.9% of employees received a bonus.**



1.21%



0.56%

MEDIAN BONUS GAP

During the year all employees who met the given criteria received a set bonus amount, which was not dependent on hours or salary. The broadened gap between male and female amounts is related to the relatively small number of employees at higher levels in the organisation receiving a bonus.

Only the leadership team received a bonus and historically, and whilst the snapshot data was captured, there was a gender imbalance in this team.

MEDIAN
BONUS GAP
21.33%

PAY QUANTILES

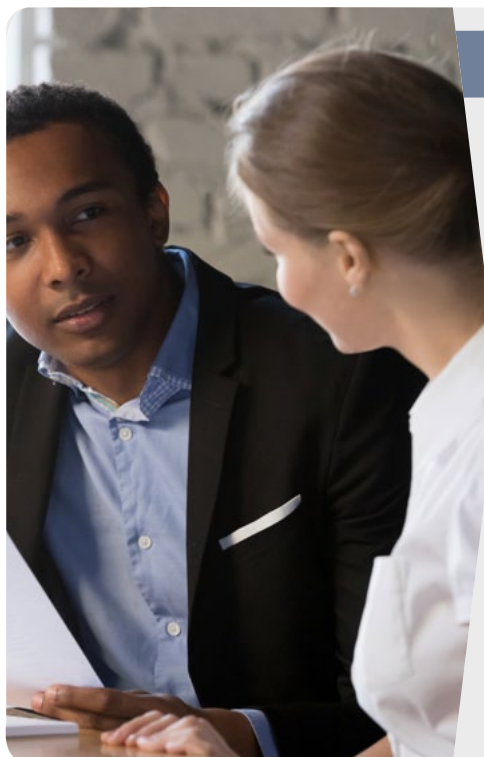
To the right is the gender distribution across four equally sized quantiles.

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

LOWER QUANTILE		LOWER MIDDLE QUANTILE	
46.59 %	53.41 %	59.09 %	40.91 %
UPPER MIDDLE QUANTILE		UPPER QUANTILE	
47.17 %	52.83 %	57.95 %	42.05 %

What action have we taken to

ADDRESS THE GENDER PAY GAP



GENDER BALANCED EXECUTIVE TEAM

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

And in addition, we've also recruited two female directors onto our senior leadership team.



JACQUE ALLEN
Chief Operating Officer



DAWN WILLIAMS
Chief Strategy & Transformation Officer



WORK/LIFE BALANCE

We offer flexible working and introduced an agile working culture across the majority of the business, where technology allows. This enables employees to work flexible hours from various locations of their choosing, aiding a better work-life balance.

And last year we moved **430 people to permanent homeworker contracts**, which has only enhanced people's work-life balance.



BALANCE FOR BETTER

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**.

The group allows colleagues to meet regularly and express their views and experiences in the workplace with a shared aim to make sure we are breaking down any barriers that are stopping women from progressing in their roles or into more senior positions within the business.

We completed a survey to assess the current feeling in the organisation around gender and equality.

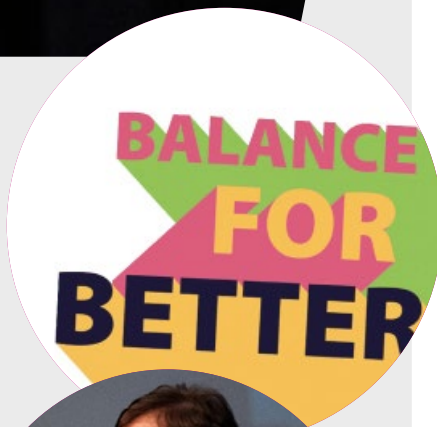
Outputs of the survey fed into the agenda of the first Balance for Better conference in November 2019 for all colleagues. The theme of the conference was **Inspiring Women**, focusing on women who are inspiring and men who inspire women.

The conference was well attended by women and men, was supported by Board Members, our CEO, Directors and colleagues across all areas of the Organisation and all levels. It covered topics like:

- **Imposter Syndrome**
- **the importance of balance in an organisation**
- **shared experiences from internal and external speakers**
- **and had a facilitated question and answer session with a panel including our CEO.**

Feedback told us that it re-motivated female employees who were inspired by the speakers, statistics and messages relayed.

Through the Balance for Better group we reviewed the language used throughout our recruitment process to ensure that it was not gender biased.





LEAD PROGRAMME

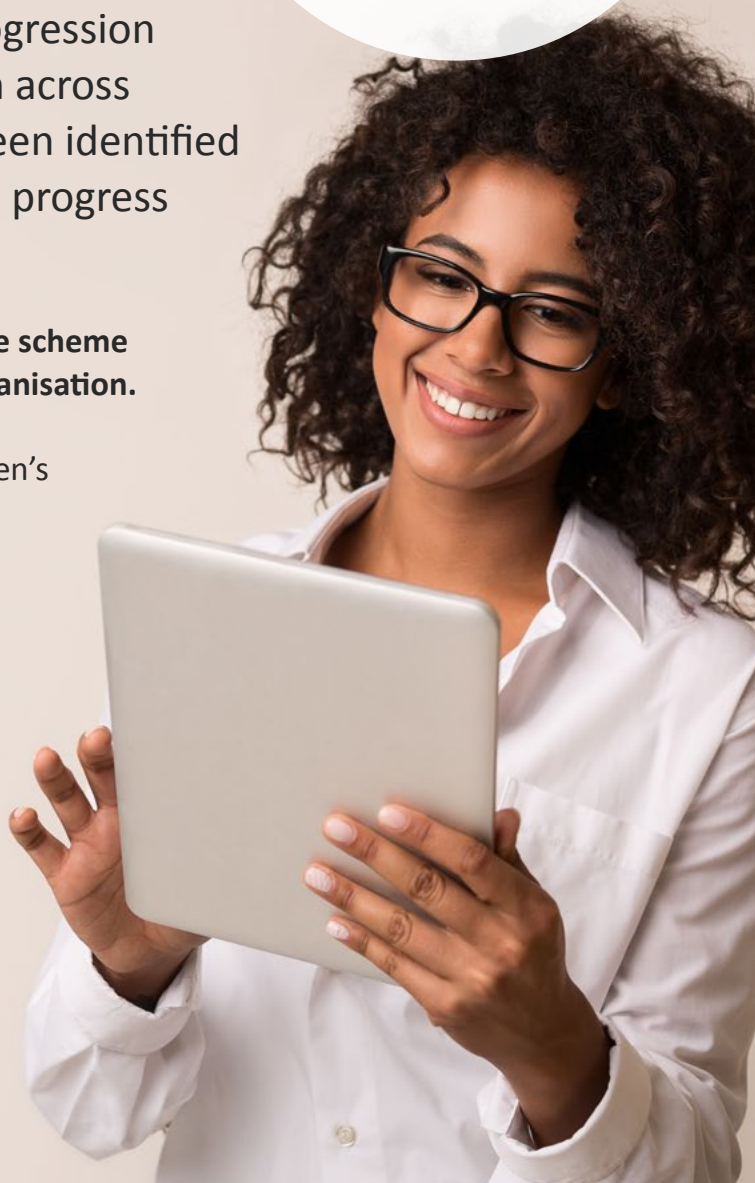


Our LEAD Programme, a high potential development programme, was introduced in 2018 to support the development and progression for both men and women across the business who have been identified as having the potential to progress into more senior roles.

All Class of 2019 graduates of the scheme have since progressed in the organisation.

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

In 2019 we were shortlisted in the category of **Employer of the Year at the Women in Housing Awards**, which we hope further encourages female applicants to our vacancies.



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)