

Gender Pay Gap Report

April 2025

This report is based on snapshot
data captured on 5 April 2024

Through our **passion** for housing,
more **people** have a **safe** place to call **home**



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A stylized map of the United Kingdom with the North West, Yorkshire, and Midlands regions highlighted in a light green color. The rest of the country is in a darker green. The map is positioned on the left side of the page, with the highlighted regions extending towards the right where the text boxes are located.

Business summary

As one of the UK's largest housing providers with more than 29,000 properties across the North West, Yorkshire, and the Midlands, we have a large and diverse housing portfolio as we aim to ensure more people can have a safe place to call home.

We currently have new and existing flats and houses available for social rent, affordable rent, shared ownership and outright sale, in a variety of homes ranging from our foyers for young people, homes for families, and for those aged 55+ within retirement living developments.

We're also proud to be able to offer accommodation for those who may be facing homelessness.

We care about ensuring everyone can feel safe, both in their home, and within the environment in which they live, and that our services are reliable and accessible to each person who needs them.

Message from Chair of the Board

As Chair of Your Housing Group (YHG), it's always rewarding for me to see the disparity of pay between men and women reduce, and to see that once again, YHG's has come down, now sitting at just 0.80%.

I acknowledge that it's not only financial equality that's required to narrow the differences in experiences and opportunities that males and females face, but it's a significant step in the right direction, and something I am proud to be living and working through.

Since 2017, we have seen our gender pay gap reduce by 16.67%.

They are now, in fact, almost equal across the board and that is quite the achievement. Our consistent drive to reduce our pay gap to almost zero has also helped to enhance our reputation and continue to attract diverse talent. Being able to run an efficient business by working with employees who are passionate about what we do and have the most appropriate skillset is again, only a positive step and something I truly value here at Your Housing Group.

Our robust job evaluation process ensures that roles are looked at based on the job itself, and not the person, and our flexible working offer has seen a steady rise in requests from men as well as women which has no doubt impacted



some of our figures, in particular our median pay gap. This now shows female employees as slightly higher than males, which is also linked to the fact that we are led by five female executives, including our CEO, Jacque Allen. Our values strongly reflect who we are as an organisation and being 'respectful and fair... striving for equality in all that we do', is where we position ourselves and see ourselves, and it's an organisation I'm proud to be Chair of. #TeamYHG.

Mike Gaskell
Chair of the Board

What is the gender pay gap?

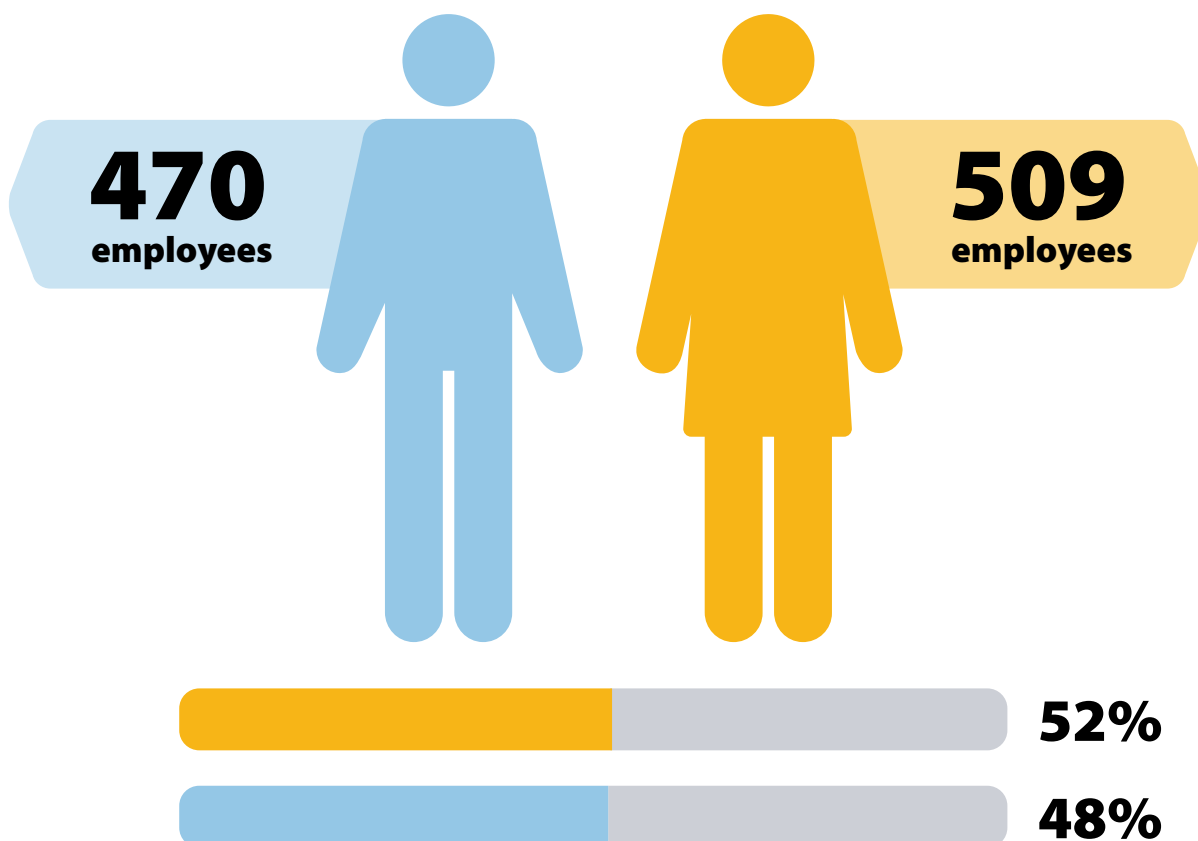
Since 2017, all businesses who employ 250 or more colleagues became legally required to report on their gender pay gap - the difference between the pay of men and women. However, it also serves to highlight any disparity that a business may have and provide transparency into why that may be the case.

Its main purpose is to encourage equality in pay across a business, but it should also feed into the larger country-wide picture, and place pressure on government and other legislative bodies to keep driving for fairness and continue with efforts to close the gap completely.

The six areas of gender differentiation we must report on are:

- the difference in the mean hourly rate of pay
- the difference in the median hourly rate of pay
- the number of male and female employees in each of the four quartiles
- the number of male and female employees who received bonus pay
- the difference in mean bonus pay between male and female employees
- the difference in median bonus pay between male and female employees.

On 5 April 2024, when this report's snapshot data was captured, Your Housing Group had a total of **979 eligible employees**.



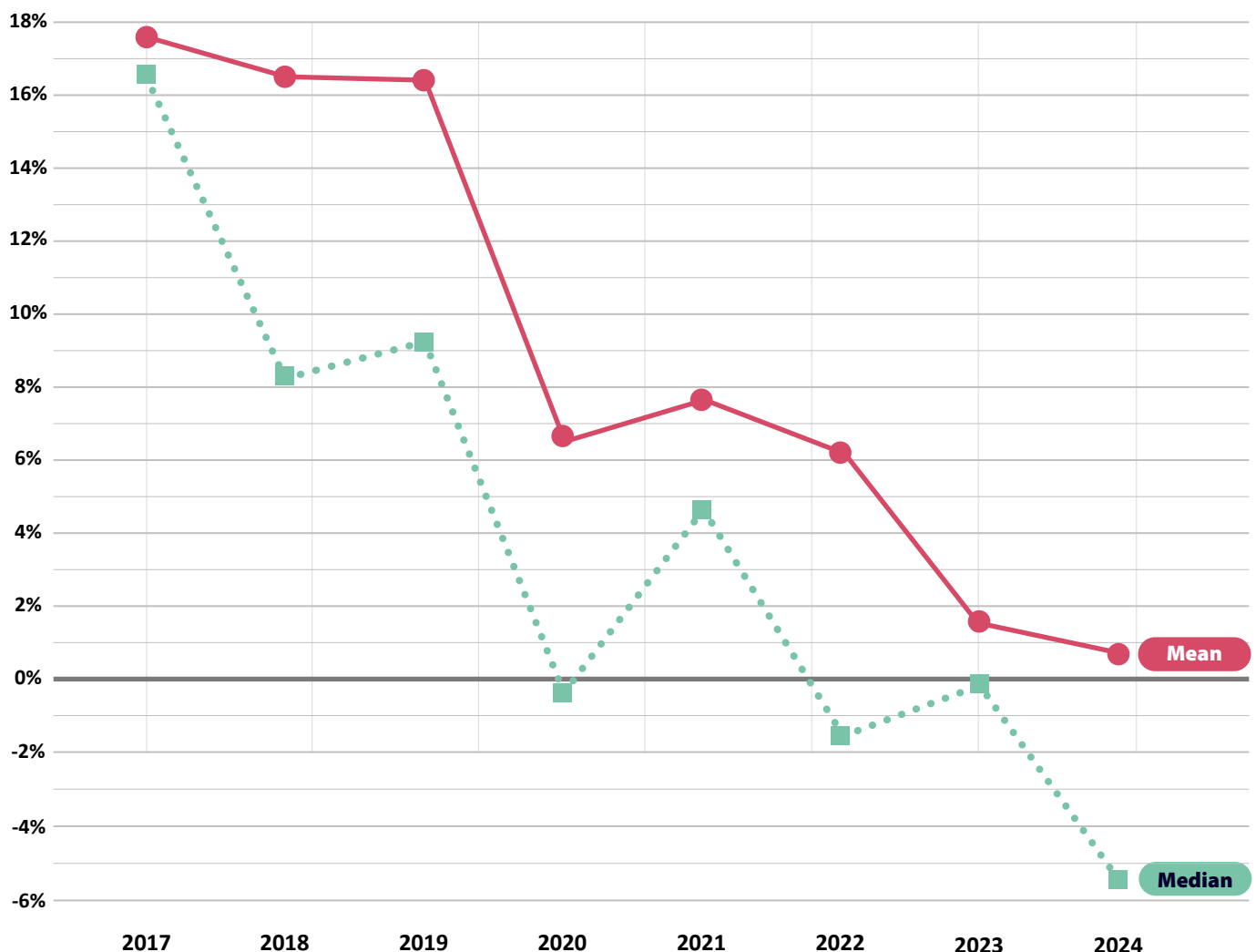
Our gender pay gap

Your Housing Group's average (mean) gender pay gap at April 2024 is 0.80%.

This means, that since 2017, we have reduced the gap between the average pay of males and females by 16.67%.

The midpoint (median) pay gap is -5.35% which is a decrease of 5.29% on the previous year.

The midpoint pay for women is now higher than men.



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.

Gender pay gap pay

When looking at the pay gap between salaries over the four quartiles, the number of men and women sitting in each, is very similar.

Upper and Upper Midquartile:

267 females

221 males

Upper and Upper Midquartile:

242 females

249 males

Bonus pay

Your Housing Group doesn't pay bonuses to anyone, but we do offer other rewards to colleagues, such as 'well done' and 'thank you' gift cards, and long service awards.

Rewards	Mean financial equivalent	Median pay
167 females	£40.40	£10
97 men	£29.40	£10

This figure was reached by dividing the total awarded between men and women, and as there were fewer men, it appears the 'bonus' is higher. However, what it actually means is that 37% fewer men received a 'bonus' recognition than women.

The median was £10 for both men and women.

Why we are here



Flexible working

We've always had a good approach to flexible working, but we're now seeing more flexible working requests from males since the change in legislation that meant that employees don't have to have a specific reason for making a request any more. This allowed us to enable two requests in just one year. Of 46 requests, well over a quarter (28%) were from men. The Government Equalities Office reports that 'flexible working can reduce the gender pay gap by helping women balance work and caring responsibilities' and thus remain in work and progress towards promotional opportunities.



Our People Strategy

Our People Strategy also recognises that our colleagues are one of our greatest assets in enabling the achievement of our vision; **Through our passion for housing more people have safe place to call home.**

We now have a clear and compelling employer brand, **Passionate about housing, investing in you**, and this is embedded in our drive to attract and develop colleagues who feel valued, engaged, recognised and included.




Development opportunities

We have improved our learning opportunities which cover a diverse and enhancing programme of events, and our Health and Safety team have also introduced a number of wellbeing sessions which focus on both male and female health, welfare, and support, including hosting Andy's Man Club.

We've also recently launched our new training programmes for aspiring and existing managers, with 15 women currently taking our ILM-accredited Aspire - aspiring leaders' course - and 9 men.

We'd love to hear from you:

 YourVoice@yourhousinggroup.co.uk

 yourhousinggroup.co.uk

 Your Response 0345 345 0272



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