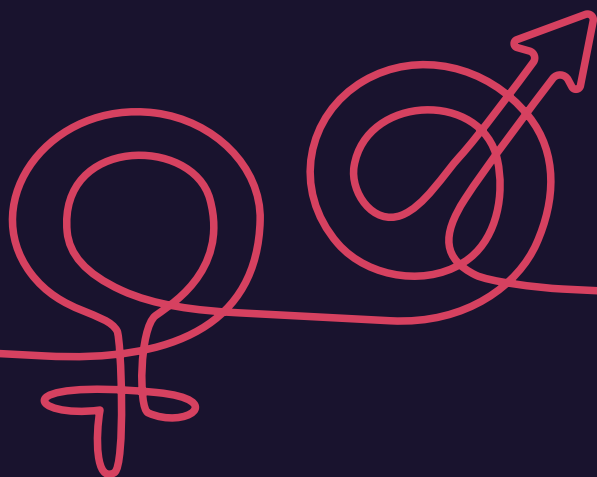


Gender Pay Gap Report

April 2023

THIS REPORT IS BASED ON SNAPSHOT
DATA CAPTURED ON 5 APRIL 2022



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





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Business Summary

As one of the UK's largest housing providers with more than 29,000 homes across the North West, Yorkshire, and the Midlands, we have a large and diverse housing portfolio that caters for everyone at each stage of their lives.

Creating affordable, safe and quality homes as a registered social landlord, is key to our commitment to our customers and in our bid to support the UK's housing crisis.

We currently have new and existing homes available for social rent, new homes available for social and affordable rent, shared ownership and outright sale, retirement living developments that offer homes of varying tenures for those aged 55+, supported accommodation for young people starting out in life, and accommodation for those who may be facing homelessness or domestic abuse, and need a safe haven.

Our customers are at the heart of all that we do, because each and every one of them matters, and our colleagues are vital to that, along with our suppliers and partners.

A message from our Chairs



Richard Groome

Incumbent Chair, Your Housing Group

I am proud to see that our ongoing commitment to narrowing the gender pay gap at Your Housing Group has resulted in it now being at its lowest rate since recording began back in 2017.

We have seen a decrease in the average (mean) pay between male and female colleagues, which is due to an increase in the types of roles women now carry out, as well as due to a reduction in the number of male employees across the Group.

Our mean gender pay gap was at 7.8% last year and now sits at 6.32%, which is a decrease of 1.45%, year on year.

This is a huge achievement and demonstrates our passion for balancing our workforce and ensuring we are offering opportunities for all.



Mike Gaskell

Chair from April 2023, Your Housing Group

This is a great start to my tenure as Chair at Your Housing Group, and along with our new Equality, Diversity, and Inclusion Strategy, this highlights our dedication to making the right changes.

In the last year, we've seen our executive leadership team become 60/40 weighted towards women and we have continued to invest in our asset team with a variety of roles for both men and women.

Our employees continue to enjoy a healthy work life balance too with our very flexible working, and this in particular attracts more women with childcare responsibilities.

Finally, this year we have relaunched our Balance for Better group, which now not only drives to balance gender but also strives to provide full equality, inclusion, and diversity in our workforce.

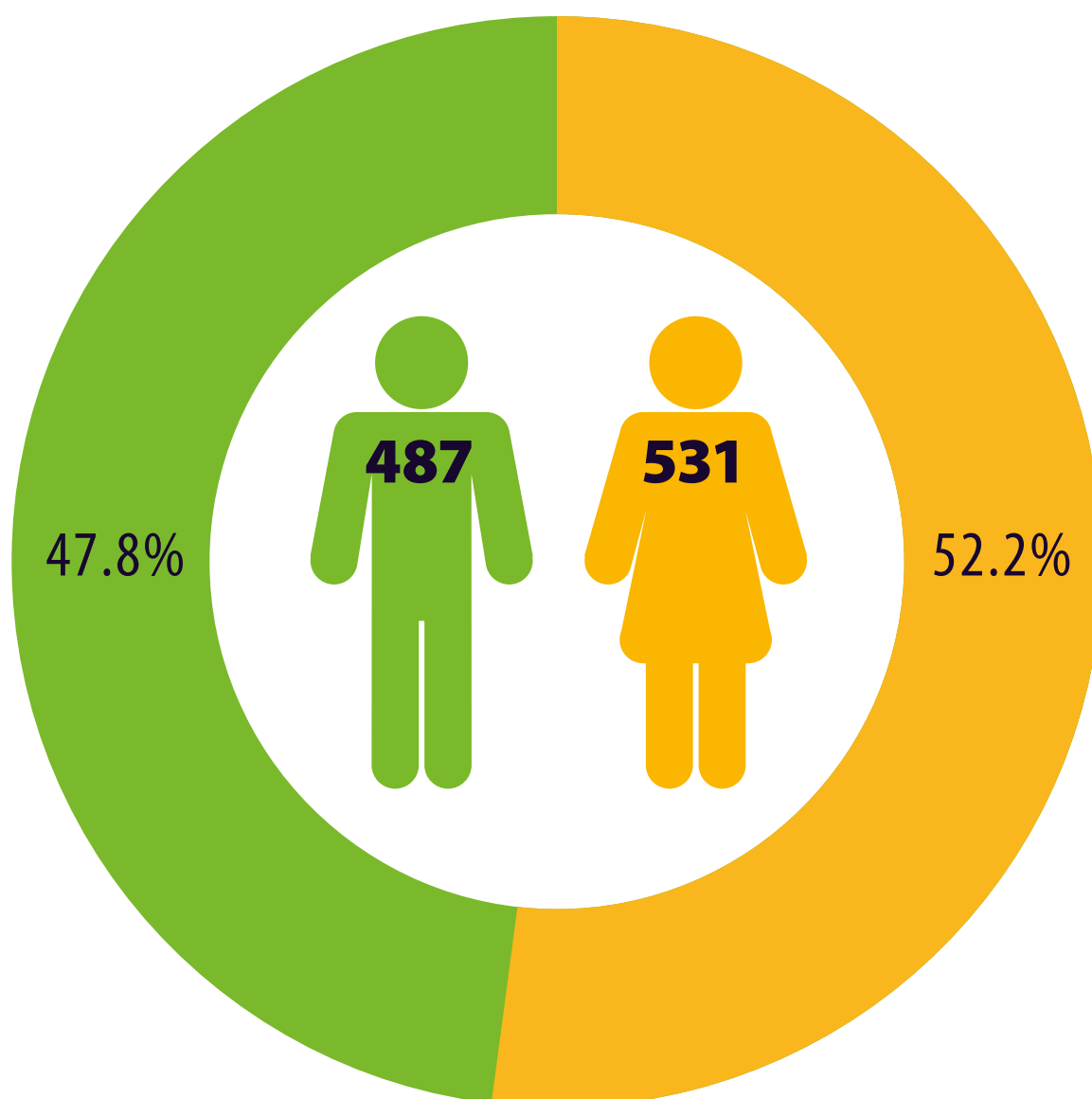
I am proud of where we are, but I am excited to see what comes next.

What is the **Gender Pay Gap**?

As of April 2017, all UK companies with 250 or more employees, must report the pay difference between their male and female colleagues.

The figures measure the difference between the **average (mean) women's earnings expressed relative to men's earnings** within the organisation.

On 5 April 2022, when this report's snapshot data was captured, Your Housing Group (including all fix360 colleagues) had a total of **1,018 employees**.



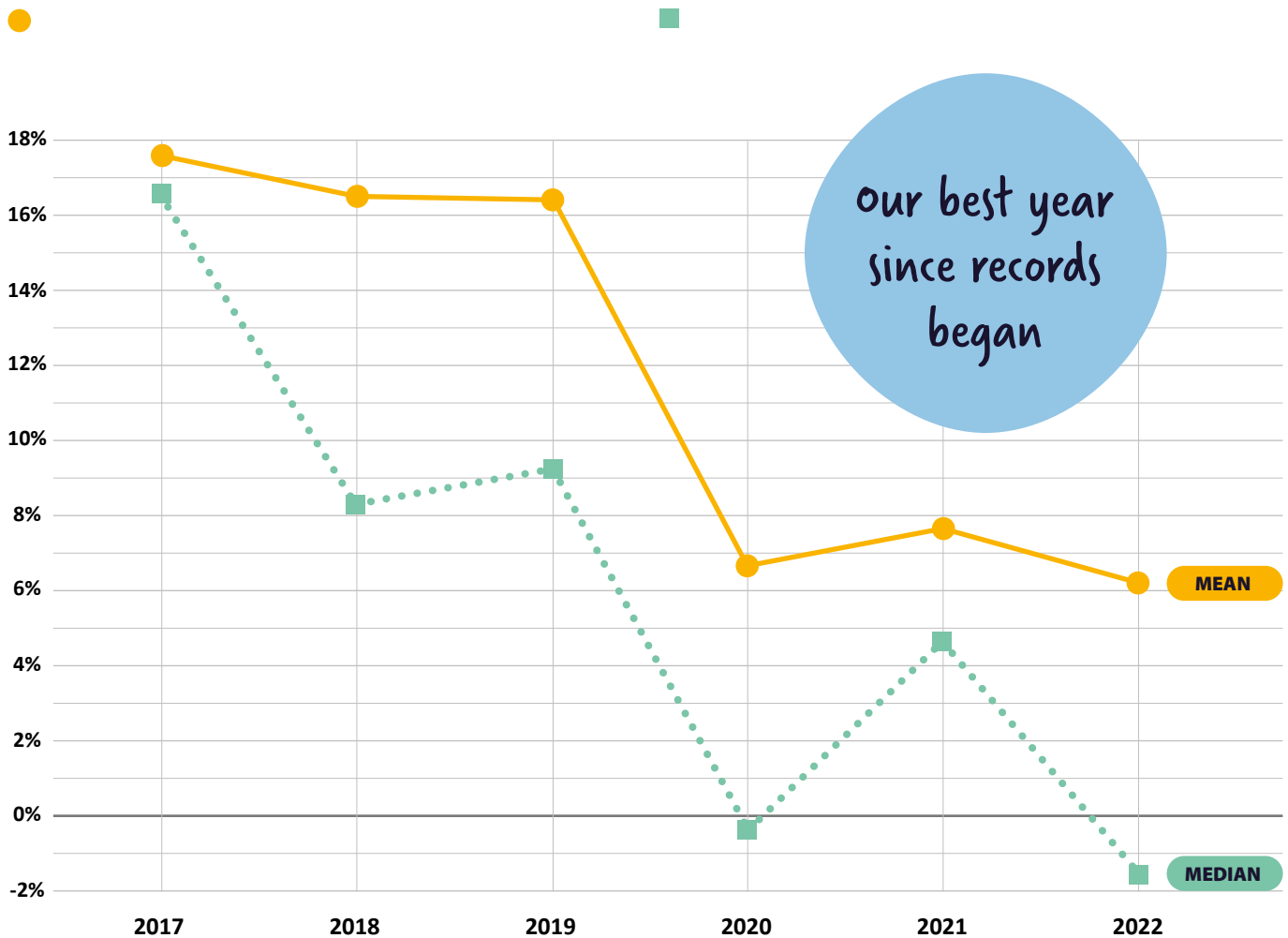
Our Gender Pay Gap

Your Housing Group's **average (mean)** gender pay gap at **April 2022** is **6.32%**.

This means we have narrowed the gap by 11.38% since 2017.

The **midpoint (median)** pay gap is **-1.56%** which is a **decrease of 6.16%** from the previous year.

This actually means that the midpoint salary pay is now **HIGHER** for women 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.

What have we done **to reach this point?**



More women in senior roles

There has been a significant increase in the average hourly rates of pay for female employees compared to their male counterparts. This is due to more female employees being appointed to or promoted into senior roles, thereby contributing to the increase in the average hourly rates of pay for females. In addition, there has been a decrease in the number of male employees across the Group.



Alternative working arrangements

The Group actively supports employees who have requested to alter their working arrangements either by reducing their working hours or working days in a week. Currently, there are a total of **21 employees who have altered their working patterns to achieve better work-life balance**. Of these, there are **19 female** employees and **2 male** employees across the various levels of seniority.



Balance for Better relaunch

The outputs of the Balance for Better (B4B) group, established in 2018 to drive gender balance across the organisation, has widened its focus and now includes our **Equality, Diversity & Inclusion (EDI) steering group**. This allows us to spearhead progressive change across all our workforce.



Balance for Better – A new era

Balance for Better (B4B) is our internal group that leads on Equality, Diversity, and Inclusion (EDI), and although it started as a way to narrow the gap between males and females in the workforce, it now addresses all areas of fairness and inclusion.

Underpinning this we have several workstreams which include wellbeing, mental health first aiders, customer groups, policy, and communications.

It is chaired by Heads of Service but **supported by the Director of Housing and our Chief Executive Officer**. It is a group that strives to continually learn and raise awareness and we encourage curiosity and questions to expand our understanding and knowledge to better serve our residents and colleagues.

The group has worked with customers this year to develop our first ever EDI Strategy, and alongside this we have agreed a delivery plan that will see real outcomes being delivered by the Group.

Our EDI strategic objectives for 2023-2025 are:

1. To publish our current data on representation of all groups for colleagues and board members, and where needed, agree actions to improve representation and data collection.
2. To improve the data we hold for our customers and use this data to improve our service offer.
3. To further improve our culture to be more inclusive.
4. To ensure that new customers and existing residents understand how to manage their tenancies and properties, including how to effectively deal with moisture to prevent damp and mould. We will arrange for interpretation services where needed so that this is understood.
5. To review our approach to recruitment and ensure that it is contemporary, and that panel members are supported to understand unconscious bias.
6. To hold several engagement events for both colleagues and customers to raise awareness of EDI themes, including stigmatisation.

All 40 members of B4B are employees of Your Housing Group and have volunteered as this is an area that they are particularly interested in. We see EDI as encompassing much more than the nine characteristics protected by law, and we encourage our members to share their stories if they are comfortable to do so. This only enhances inclusivity and encourages allyship.

Our leadership team also takes ownership of one of the protected characteristics and is a dedicated ally and advocate for colleagues who may need to raise an issue about these.

We are also reaching out to underrepresented groups, for example, our **Change Champions, who are young people under 30**, to better understand the support they need. This group will work with both young people in our Foyers, in other accommodation, and also our colleagues.


Finally, our senior management team are now embarking on the 'Above Difference' programme, which is designed to support them to increase their self-awareness in order to become more effective leaders.

We encourage our B4B members to share their stories if they are comfortable to do so.



We'd love to hear from you:

 YourVoice@yourhousinggroup.co.uk

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 Your Response 0345 345 0272



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