

# Gender Pay Gap Report

2026

This report is based on 5 April  
2025 snapshot data.

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



## Business Summary

As one of the UK's largest housing providers, Your Housing Group (YHG) owns and manages more than 29,000 homes across the North West, Yorkshire and the Midlands. Our diverse housing portfolio reflects our commitment to helping more people have a safe place to call home.

We provide a wide range of homes including social rent, affordable rent, shared ownership and properties for outright sale. Our accommodation supports people at every stage of life, from younger residents living in our foyers, families who want a safe, stable place to grow and thrive, to those aged 55+ in our retirement living communities. We are also proud to offer dedicated homes and support for individuals who may be at risk of, or experiencing, homelessness.

Ensuring our residents feel safe, both in their home and within the communities they live in, underpins everything we do. Our services are designed to be reliable, accessible and delivered with care. The strength of our workforce is central to achieving this, which is why transparency, fairness and equality across pay and progression remain a cornerstone of how we operate.

This Gender Pay Gap Report demonstrates our ongoing commitment to those principles.



# Message from Chair of the Board, Bev Messinger

I am pleased to introduce the Your Housing Group Gender Pay Gap Report for 2026 - my first since becoming Chair of the Board in November 2025.

Publishing this report each year is an important part of our commitment to transparency, accountability and fairness. It provides valuable insight into gender representation across YHG, and highlights where continued focus is needed to ensure every colleague has equal opportunity to develop and succeed.

**In comparison to the national average (mean) gender pay gap of 12.8%, YHG's (mean) gap of 4.07% is significantly lower.**

Although YHG's gender pay gap remains significantly lower than the national average, we recognise that any gap represents an opportunity for improvement. Much of the difference in average pay relates to the structure of our workforce, particularly in specialist and technical roles that are traditionally male dominated across the wider labour market. This context is important, but it also reinforces how vital it is to strengthen pathways that support broader representation in these areas.

Over the last year, we have taken meaningful steps to enhance our People Strategy. We have continued to refine our recruitment and



onboarding approach, expanded access to learning and development, invested further in apprenticeships, and embedded initiatives that support the wellbeing of all colleagues. These actions help us build strong, diverse talent pipelines and ensure our culture remains inclusive and supportive.

I would like to thank all colleagues across YHG for their contribution and dedication. We remain committed to fairness, equity and transparency in how we reward and develop our people, and this report is an important part of that ongoing effort.

**Bev Messinger**

**Chair of the Board - Your Housing Group**

## What is the Gender Pay Gap?

The gender pay gap measures the difference in the average pay of men and women across an organisation. It reflects gender representation at different levels and in different types of roles - not equal pay.

Equal pay means paying men and women the same for performing the same job or work of equal value. YHG maintains robust job evaluation processes to ensure equal pay is upheld.

**Under UK legislation, organisations with over 250 employees must publish:**

- Mean gender pay gap
- Median gender pay gap
- Mean gender bonus gap
- Median gender bonus gap
- Proportion of men and women receiving bonuses
- Proportion of men and women in each pay quartile.

**The figures in this report reflect the position on 5 April 2025, as required by law.**



# Our Gender Pay Gap

Snapshot date: 5 April 2025

Your Housing Group (YHG) is committed to fairness, equality and transparency in all aspects of pay and reward. Each year, we publish our Gender Pay Gap Report in line with statutory requirements using data taken on 5 April of the previous year.

This 2026 report reflects our 2025 gender pay position, providing important insights into gender representation across our colleagues and highlighting areas where progress continues and where challenges remain.

Since gender pay reporting began in 2017, YHG has consistently reduced its gender pay gap. This year, the gap has widened slightly...

## ● Mean of 4.07%

Compared with 0.80% last year.

Hourly pay is £18.83 for women and £19.63 for men, a gap of 4.07% lower for women.

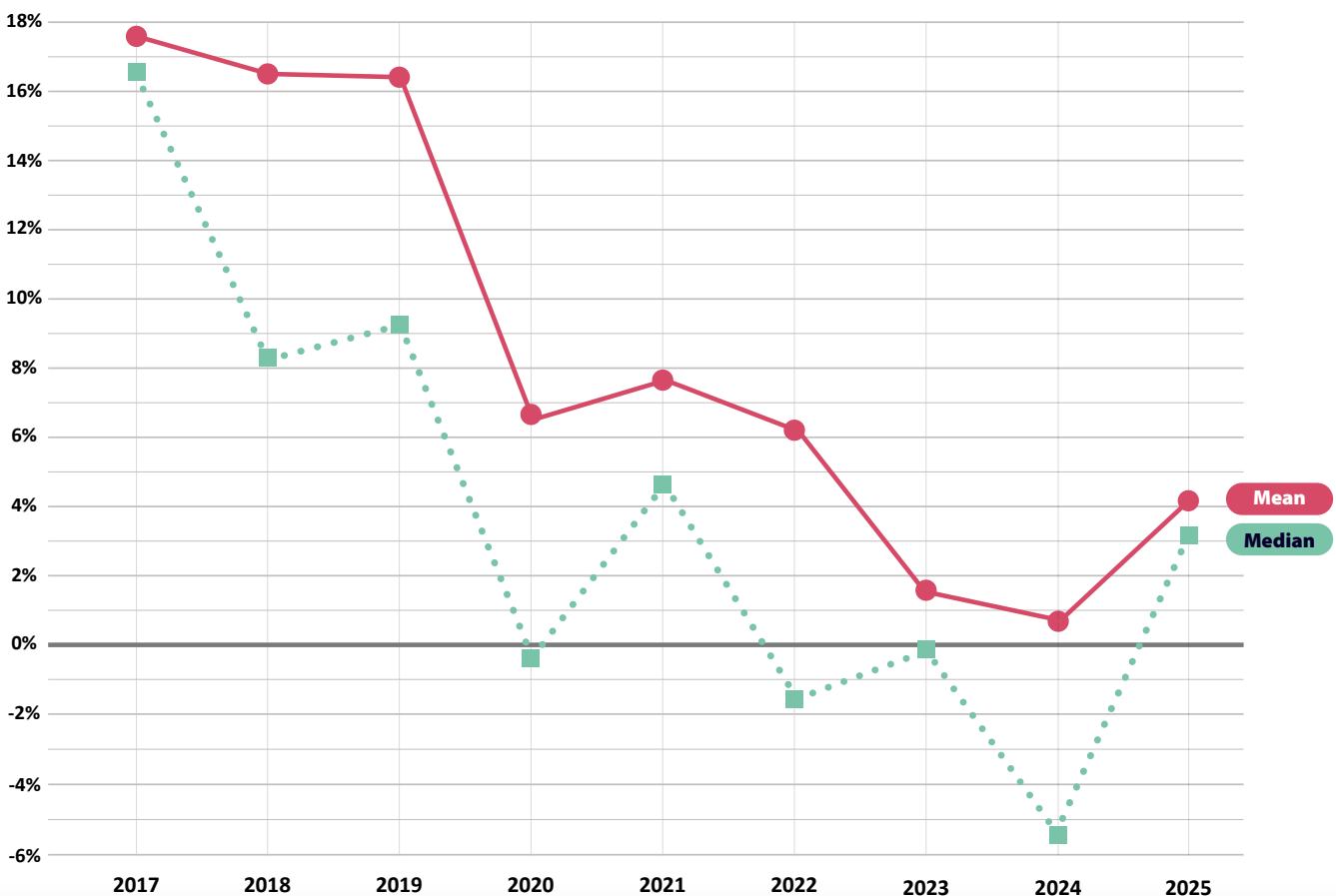
*The mean pay gap is the difference between the average hourly rate for men and women.*

## ■ Median of 3.34%

Compared with -5.35% last year.

Hourly pay is £16.14 for women and £16.70 for men, a gap 3.34% lower for women.

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



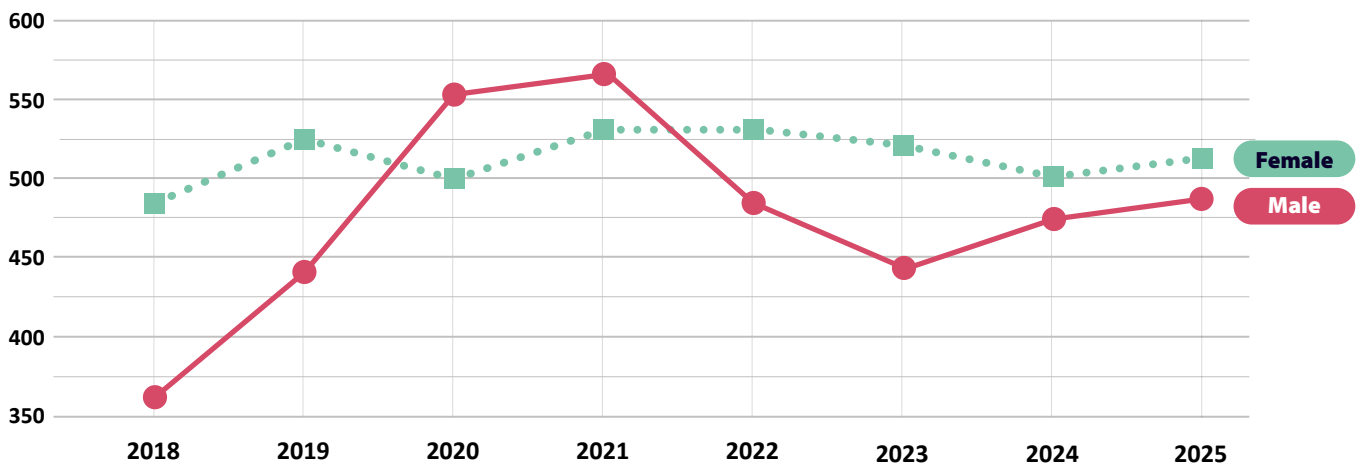
Despite this movement, we continue to perform significantly better than the national average (mean) gender pay gap of 12.8%, and we remain committed to fairness and transparency in pay, even as workforce structure continues to shape our overall position.

We will continue taking targeted action to reduce our gap and support equality of opportunity for all colleagues.

## Number of employees

■ Total of 515 female employees in 2025.

● Total of 486 male employees in 2025.



## Bonus pay

Under statutory rules, bonuses include gift card awards and long-service awards.

Receiving a bonus	Mean bonus pay	Median bonus pay
<b>117 women</b>	£43.72	£20
<b>78 men</b>	£45.38	£10

**Mean bonus pay is 4% lower for women.**

**Median bonus pay is -100% (favouring women).**

This negative median gap occurs because women's bonus awards are more consistent, while a small number of higher-value male awards increase the male mean without affecting the median.

## Representation across pay quartiles

The upper quartile distribution continues to have the greatest influence on our overall pay gap, reflecting the higher number of men in trade, technical and specialist roles.

	Upper quartile	Upper-mid quartile	Lower-mid quartile	Lower quartile
<b>Women</b>	41.5%	58%	49%	57.5%
<b>Men</b>	58.5%	42%	51%	42.5%

The upper quartile distribution continues to have the greatest influence on our overall pay gap, reflecting the higher number of men in trade, technical and specialist roles.

## Why we are here

*Understanding the drivers behind our pay gap.*

While YHG's gender pay gap compares favourably to the national average, the following drivers are contributing most significantly to the current pay gap:

**Representation in upper quartile roles:** Many roles in the upper quartile, such as Contract Managers, ICT specialists and some trade roles (such as electricians) remain male-dominated across the wider labour market. This can be a factor that impacts the mean and median pay gap.

**Increase from 52% to 58% men in the upper quartile.**

**Decrease in women in the upper quartile from 47% to 41%.**

The **overall** difference between the number of male and female colleagues has narrowed this year, with only slightly more women than men across our workforce.

**Narrow gaps within quartiles:** Data shows pay is consistent for men and women within the same grades and quartiles, indicating that the gap is due to representation, not unequal pay.

## **Our commitment going forward**

**Reducing the gender pay gap is an ongoing focus. As part of our People Strategy, we are:**

- Strengthening internal succession planning
- Supporting progression through leadership development (ILM Assured)
- Expanding mentoring and career development pathways
- Increasing opportunities for apprenticeships and technical roles
- Improving recruitment processes to support diverse shortlists
- Continuing to refine and implement our revised pay and grading structure
- Ensuring transparency, fairness and equity across all pay and reward decisions.

These actions ensure YHG continues to be a place where every colleague can thrive and bring their best self to work.



