

Ethnicity pay gap report **2022**



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There is currently no legal requirement to report on our ethnicity pay gap. However, we feel that it is good practice and important to be transparent.

The ethnicity pay gap shows the difference in the average hourly rate of pay between PGM (People of the Global Majority) and non-PGM colleagues, expressed as a percentage of the average non-PGM earnings.

We pay spot salaries and all genders, regardless of their ethnicity, carrying out the same role, are paid the same salary and roles are independently market tested.

It is important that we address any issues that drive an ethnicity pay gap so that we can deliver on the objectives we have set out in our Belonging Strategy, ensuring that we are an inclusive organisation.

There are rules around who should be excluded from a gender pay gap report and we are following the same rules for our ethnicity pay gap report. Those excluded include anyone who has been on maternity leave, long term sick or unpaid leave. This will affect the workforce percentages, making them different from other diversity reports we produce. We have a high ethnicity disclosure rate of 93.9%, based on the parameters of this report, leaving a gap of 6.1%.

In October 2020, the ONS reported that the ethnicity pay gap between white and PGM employees has narrowed to 2.3% in 2019, its smallest level since 2012 in England and Wales.

This is our report for the snapshot date of 5 April 2022 and our calculated gap is in the table below:

Ethnicity pay gap	2022 %	2021 %
Mean	-2.37	-3.75
Median	-0.45	-3.63

This shows a positive pay gap in favour of PGM colleagues. This means that for every £10 the average white colleague earns, the average PGM colleague takes home £10.24.

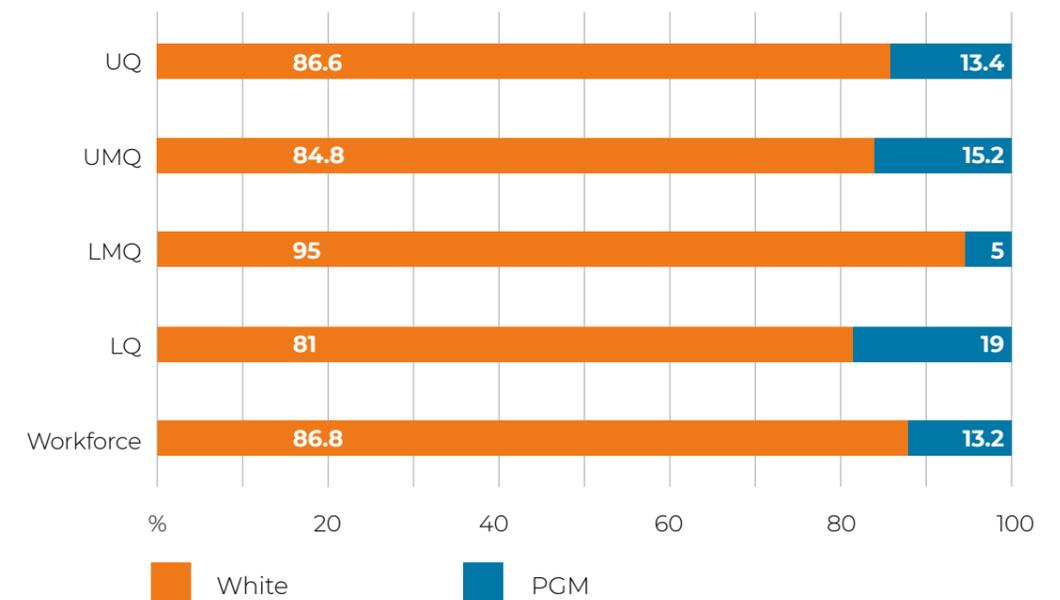
The median gap is -0.45%. These percentages show a reduction on last year, however, they are still in favour of PGM colleagues.



Pay quartiles

The ethnicity pay quartiles below show that PGM colleagues are again only under represented in the lower middle quartile. The percentage in the lower quartile has increased on last year by nearly 6%. On analysing the data, this seems to be due to a large number of the new recruits coming into the Customer Contact Team being from a PGM background. The percentage in the upper quartile is similar to the workforce percentage, as is the upper middle quartile.

Ethnicity pay quartile percentages - 5 April 2022



Comparison with other organisations

As reporting on the ethnicity pay gap is not a statutory requirement, there are very few housing associations that have published their gaps, and at the time of writing we have found none for 2022. However, last year the Regulator of Social Housing reported a 20.28% mean pay gap (16.8% median gap), Riverside reported an 18% gap in their 2020 report (14% median gap) and Optivo's gaps are 4.1% and 0.86% respectively. The NHF has reported a 2% gap for 2021.

We are really pleased to see that we continue to have a positive pay gap in favour of PGM colleagues, which we believe has been as a result of focussing on making our recruitment and development practices inclusive and taking positive action. We will endeavour, as a result of all the activities that we are doing following the launch of our Belonging Strategy (with the support of our colleague Belonging Group), to ensure that this does not erode to give a negative gap.

Do you need the information in this leaflet in a different format?

Please contact us on 0300 123 5544 to discuss your specific requirements.

Equality and Diversity

At Grand Union we want to celebrate diversity and challenge stigma, speaking up when we see others being treated badly. We appreciate how diversity makes us stronger and we learn and benefit from each other's different backgrounds and experiences.



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