



# Gender pay gap report 2020



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# Gender pay gap is different to equal pay

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. We pay spot salaries and both women and men carrying out the same role are paid the same salary and roles are independently market tested.

The gender pay gap shows the difference in the average pay between all men and all women in a workforce.

As Grand Union Housing Group employs more than 250 people, we are required by law to publish an annual gender pay gap report showing the difference in average woman's earnings compared to the average men's earnings.

**This is our report for the snapshot date of 5 April 2020:**

Gender pay gap	2020 %	2019 %
Mean	7.05	10.08
Median	4.91	10.15

**This means that for every £10 the average man earns, the average woman takes home £9.30 (this was £9.00 in the last report).**

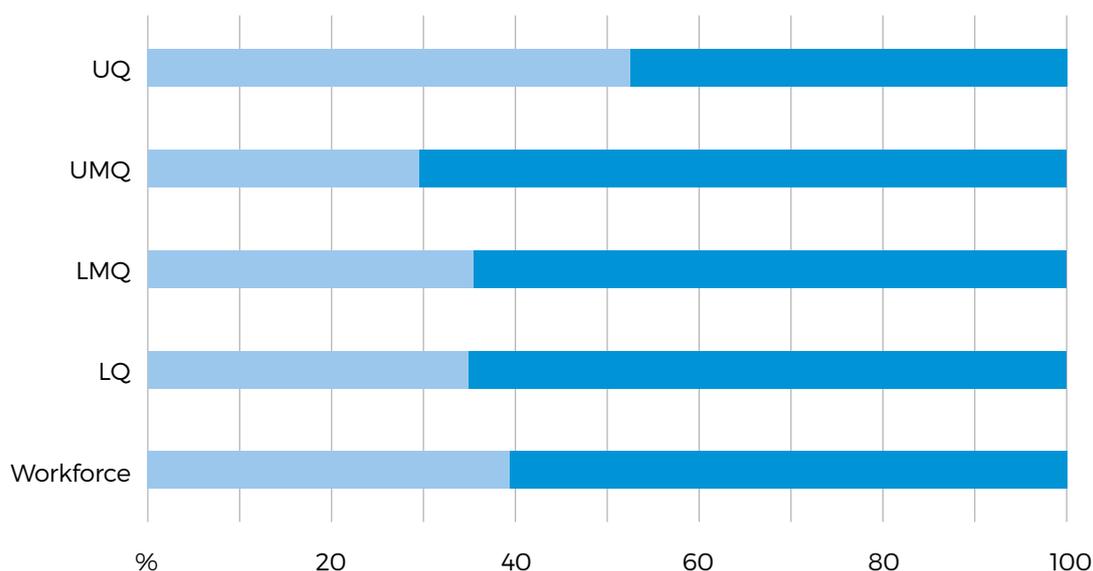
Our gap has reduced over the year which seems to be down to the recruitment of senior women into Finance and Development roles. These are also areas which have seen the highest pressure on salaries in the last few years.

Our Executive Management Team and Directors continue to be made up of 50% women and 50% men.

# Pay quartiles by gender

As at 5 April 2020, our workforce was 61.2% women and 38.7% men, a 0.6% decrease in the number of males employed when compared to last year.

## Pay Quartiles by gender - 5 April 2020



	Workforce	LQ	LMQ	UMQ	UQ
Men	38.8	35.2	35.1	29.5	53.5
Women	61.2	64.8	64.9	70.5	46.5

Although still not fully representative, the number of women in the upper quartile has increased by 3.8% when compared to last year.

The above table shows that women continue to be proportionately over-represented in the lower pay quartile although the percentage of women in this quartile has reduced by 9.2% when compared to last year. Women continue to also be proportionately over-represented in the upper middle quartile - Team Leader and Officer level as identified in the last report. This shows a 3.8% increase on last year.

## Comparison with other organisations

The national average pay gap dropped from 17.9% in 2018 to 17.3% in 2019 (Source: ONS). There is no data for social housing yet for 2020. The previous figure was 8.1% in 2018/19. For this year our results are below the social housing average when compared to the latest available data.

## Why do we have a gap?

We believe our gender pay gap continues to be the result of the roles in which men and women currently work within the organisation and the salaries that these roles currently attract.

We appoint people to roles based on merit regardless of their gender or other factors covered by the Equality Act, however, we recognise that women are under-represented in technical/property related roles which are traditionally dominated by men and pay more than the administrative roles where women dominate.



# Actions we plan to take to close the gap

- Our Recruitment and Talent Manager will continue to actively look to attract women to apply for management roles.
- We will use the creation of our Leadership & Management Development framework/K2 Academy to consider ways to proactively encourage female talent into development opportunities, that will in turn improve their chances for management positions.
- We will continue to use positive action to attract women when recruiting for apprenticeships.
- We will encourage women to apply for technical roles.
- We will continue to develop our agile working offering.





## 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

Grand Union Housing Group has a responsibility to ensure that equal opportunity and effective management of diversity are at the core of its business. We set targets to deliver services that are responsive to the needs of communities and individuals, and promote social inclusion.



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