

Gender Pay Gap Report





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Gender pay gap is different to equal pay

To avoid any confusion, it is worth explaining that equal pay deals with the pay differences between men and women who carry out the same or 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 men and women 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 female earnings compared to average male earnings.

This is our report for the snapshot date of 5 April 2017:-

Gender Pay Gap	Percentage
Mean	9.15%
Median	8.68%
Mean bonus	6.7%
Median bonus	-16.7%
Proportion of females receiving bonus	12.1%
Proportion of males receiving bonus	15.5%

A bonus for the period under review was given to 13.4% of our employees



Pay quartiles by gender

We are also required to report on our pay quartiles by gender. These figures are shown in the table below.

Pay quartiles by gender 5 April 2017





Comparison with other organisations

The vast majority of organisations have a gender pay gap, and our pay gap is around half the UK average. The mean gender pay gap for the whole economy, according to the November 2016 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures, is 17.5%. The median gender pay gap for the whole economy, according to the November 2016 ONS ASHE figures, is 19.2%. The figures for the Housing Sector are unlikely to be published before April 2018.

Why do we have a gap?

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

Nearly 20% of our employees are part-time and 92.8% of these are female. Part-time roles tend to be lower paid roles.

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 male dominated and pay more than administrative roles.

Our upper quartile band has proportionately more men and this is an area we need to work on. However, over the last year and a half, our Executive Team has been made up of two women and one man and we are delighted to say that we appointed a female Chief Executive in July 2017. At the time of the review, our senior leadership team was made up of nine women (60%) and six men (40%) making it fairly representative of the organisation as a whole.

Bonus

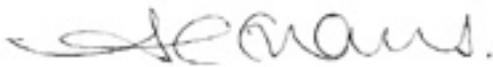
Although proportionately more males received a bonus than females, the median figure is 16.7% better for females. The median figure is a better indicator if there is an outlier that could skew the mean. In this case, our bonuses have quite big gaps between each value ie: individuals are usually given a £250, £500, £750 or £1,000 fte bonus, which will account for this difference – the median was at the point where the female bonuses jumped between £750 and £1,000 whereas the males' median point sat at £750.

How we plan to close the gap

We will develop our HR strategy to include measures to encourage and recruit both genders into all roles to address the imbalance across the whole organisation.

Through our employee forum, we will encourage employees to raise issues they believe contribute to gender inequality and we will work with them to break down barriers if they exist.

We will be open and transparent with our employees about our gender pay gap and will encourage them to contribute ideas to help close the gap.



Aileen Evans

Chief Executive
Grand Union Housing Group

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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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