



Gender pay gap report 2018



Contents

Gender pay gap is different to equal pay	02
Pay quartiles by gender	04
Comparison with other organisations	05
Why do we have a gap?	05
Bonuses	05
How we plan to close the gap	06



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 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 women in a workforce.

As Grand Union employs more than 250 people we are required by law to publish an annual gender pay gap report showing the difference in average earnings for women compared to average earnings for men.

This is our report for the snapshot date of 5 April 2018:

Gender pay gap	Percentage	Last year
Mean	8.45%	9.15%
Median	5.24%	8.68%
Mean bonus	-14.29%	6.7%
Median bonus	-37.5%	-16.7%
Proportion of men receiving bonus	10.0%	15.5%
Proportion of women receiving bonus	7.8%	12.1%

A bonus for the period under review was given to 8.6% of our employees

This means that:

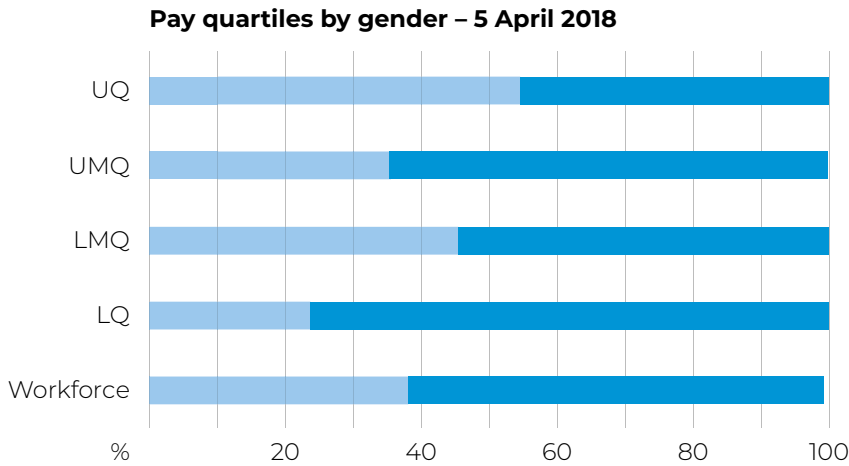
For every £10 the average man earns, the average woman takes home £9.15.

The outturn in all areas this year shows an improvement on last year, showing some progress on our journey to parity.



Pay quartiles by gender

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



	Workforce	LQ	LMQ	UMQ	UQ
Men	38.70%	23.68%	45.45%	35.53%	54.55%
Women	61.20%	76.32%	54.55%	64.47%	45.45%

As at 5 April 2018 our workforce was 61.2% female and 38.7% male.

The above table shows that women are proportionately over-represented in the lower quartile and upper middle quartile, with work still to be done on the upper quartile. Interestingly, men are proportionately over-represented in the lower middle quartile – this is where our direct labour sits, an area where we have no operatives who are women. We are keen to recruit women, but we don't receive applications from them. We are looking at apprentices in this area and hope to recruit women through this route.

A large proportion of men in the upper quartile are managers in technical roles such as surveyors, property managers and development (which includes non-managerial roles where the market is driving higher salaries).

Comparison with other organisations

According to an Inside Housing report dated 20 April 2018, the national average pay gap in 2017 was 18.4% and the average pay gap for social housing was 7.8%. Our results are less than half the national average, but 0.65% more than other housing associations.

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.

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 administrative roles where women dominate.

Our gap has reduced since the last report. In the year under review, we appointed a woman as Chief Executive and our leadership team as a whole (Executive and Heads of Service) was 57% women.

We continue to employ nearly 20% part-timers and 91.7% of these are women. Part-time roles tend to be lower paid.

Bonuses

Although proportionately more men received a bonus than women, the mean figure is 14.29% higher for women, and the median figure is 37.57% higher for women. This was the last year of our exceptional performance awards (bonuses).

How we plan to close the gap

We already have unbiased recruitment processes (the same questions for all candidates, skills based assessments as well as traditional interviews and salaries are always advertised) and the same pay for the same role regardless of gender.

However, to address the gap, we will clearly state in our HR strategy how we will encourage and recruit both genders into all roles to address the imbalance across the whole organisation.

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.

We are currently introducing agile working, which we hope will attract and retain more women.

To improve the upper quartile representation of women, we need to be encouraging and looking to recruit more women into managerial roles in property. As we have identified this, we will look to encourage more women to apply for these types of roles as they arise. We will do what we can to encourage managers to shortlist more than one woman so that the chances of selecting a woman are improved.

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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.



Derwent House
Cranfield Technology Park
University Way
Cranfield
Bedfordshire MK43 0AZ

 GrandUnionHousing

 @GrandUnionHG

Tel: 0300 123 5544

Email: help@guhg.co.uk

Web: www.guhg.co.uk

Office opening hours: 8.45am to 5.00pm Monday to Friday

Registered address: Derwent House, Cranfield Technology Park, University Way, Cranfield, Bedfordshire MK43 0AZ.

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