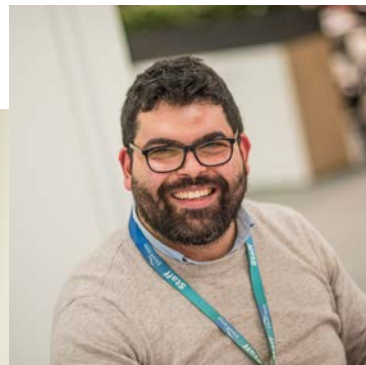


Gender pay gap report 2019



A man with glasses and a blue t-shirt with the Grand Union logo stands in front of a white van. The van has the Grand Union logo and the text 'Grand Union Housing Group' on it. The man is smiling and has his hand on his hip. The background shows a clear blue sky and some trees.

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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 earnings between men and women.

This is our report for the snapshot date of 5 April 2019:-

Gender pay gap	2019 %	2018 %
Mean	10.8%	8.45%
Median	10.15%	5.24%
Mean bonus	n/a	-14.29%
Median bonus	n/a	-37.5%
Proportion of men receiving bonus	n/a	10.0%
Proportion of women receiving bonus	n/a	7.8%

Bonuses ceased after the 2017/2018 financial year

This means that for every £10 the average man earns, the average woman takes home £9.00.

Our gap has increased over the year which seems to be down to, in part, the loss of a number of senior women whose roles have not been replaced or have been replaced by a man. Finance, IT and Property roles are the key areas where the higher paid men reside. These are also areas which have seen the highest pressure on salaries in the last few years.

Our Executive Management Team and Directors are, however, made up of 50% women and 50% men.

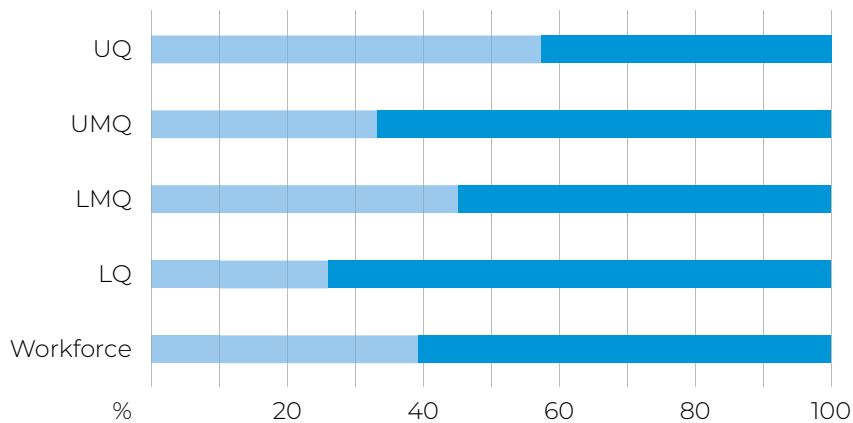




Pay quartiles by gender

As at 5 April 2019, our workforce was 60.7% women and 39.3% men, a 0.5% increase in the number of males employed when compared to last year.

Pay quartiles by gender – 5 April 2019



	Workforce	LQ	LMQ	UMQ	UQ
Men	39.30%	26.0%	45.20%	33.30%	57.30%
Women	60.70%	74.00%	54.80%	66.70%	42.70%

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 over 2% when compared to last year. Women are also proportionately over-represented in the upper middle quartile, this is Team Leader and Officer level.

Comparison with other organisations

According to an Inside Housing report dated 12 April 2019, the national average pay gap in 2018 was 17.9% (ONS) and the average pay gap for social housing went up to 8.1% in 2018/19. Our results are still significantly below the national average, but nearly 2% above the average for social housing.

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 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 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 this in a different format?

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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