

# GENDER PAY GAP REPORTING

## What is Gender Pay Gap Reporting?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 came into force on 1<sup>st</sup> October 2016 requiring all employers who employ 250 or more employees to publish, on their website, their overall mean and median gender pay gaps.

In companies with a group structure, each legal entity is required to report its data if it employs more than 250 people. This report summarises the data for all eligible permanent or fixed term employees of Great Places Housing Association;

## Understanding the data

Having a gender pay gap does not necessarily mean that as an organisation we have acted inappropriately or discriminatory.

We are required to publish;

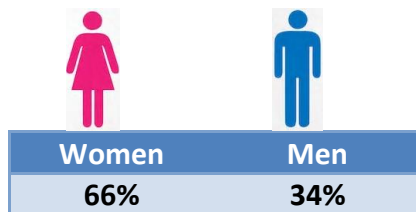
- the difference in the median hourly pay of men and women, expressed as a percentage;
- the difference in the mean hourly pay of men and women, expressed as a percentage;
- the difference in mean hourly bonus pay, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the percentage of men and women in each of four quartile pay bands.

The **median** is the **middle value** and is calculated by organising all of the hourly rates of pay in order and selecting the middle number.

The **mean** is our **average pay** and is calculated by adding up all of our hourly rates of pay and dividing by the number of colleagues.

## At Great Places Housing Association

On 5<sup>th</sup> April 2019, 235 permanent or fixed term employees



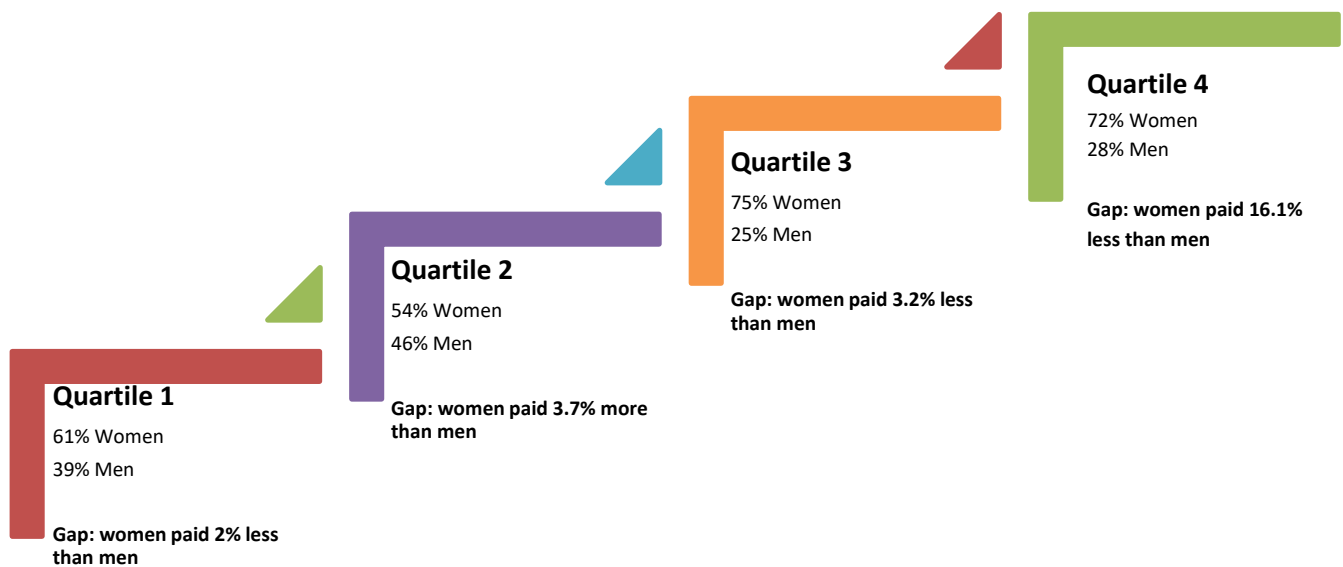
## GPHA Gender Pay Gap

Median	Mean
Women earn 15.8% <b>more</b> than men	Women earn 1.6% <b>more</b> than men
Uk median – women earn 17.3% <b>less</b> than men	UK average – women earn 8.9% <b>less</b> than men

**No bonuses were paid to men or women and therefore no gap exists.**

To create pay quartiles, we have listed the salary of every colleague in order and then split the list into four equal parts to give pay quartiles. Salaries increase from quartile 1 to quartile 4. Below is the summary split of where men and women sit in terms of the quartile pay bands;

\*Gap is based on mean calculations



- Three out of four quartiles have significantly more women than men
- Quartile 2 has a mean gender pay gaps where women are paid more than men
- Although there are significantly more women in quartile 4 the gender pay gap is the highest with women earning 16.1% less than men
- Both the overall mean and the median gender pay gap's are significantly lower than the National Averages with women earning more than men

### Great Places approach and commitment

Great Places is committed to reducing this gap, ensuring this is reviewed regularly. As an organisation we take equality, diversity and inclusion seriously with a clear strategy in place to embrace the value of our differences, creating a culture of inclusion and ensuring fairness for all of our people. Aligned to the people strategy, we will continue to create an environment that provides equal opportunities to all colleagues building career progression to ensure irrespective of gender all reach their potential.

We will;

- Continue to monitor gender pay on a regular basis for Great Places Housing Association and other companies within the Group.
- Continue to ensure equal access to external recruitment and internal moves.

Signed

Date: 31 March 2020