

GENDER PAY GAP REPORTING (Association)

What is Gender Pay Gap Reporting?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 came into force on 1st 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;

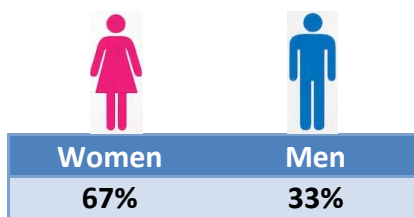
- the difference in the median hourly pay of men and women, expressed as a percentage;
- the difference in the mean hourly pay of men and women, expressed as a percentage;
- the difference in mean hourly bonus pay, expressed as a percentage;
- the proportion of men and women who received bonus pay; and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

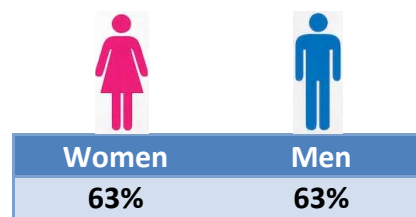
The **mean** is our **average pay** and is calculated by adding up all of our hourly rates of pay and dividing by the number of colleagues.

At Great Places Housing Association (Legal Entity)

On 5th April 2020, we employed 375 permanent or fixed term employees.



61% of Colleagues were women, and 39% were men.



An equal proportion of female male colleagues received a bonus.

GPHG 2020 Gender Pay Gap

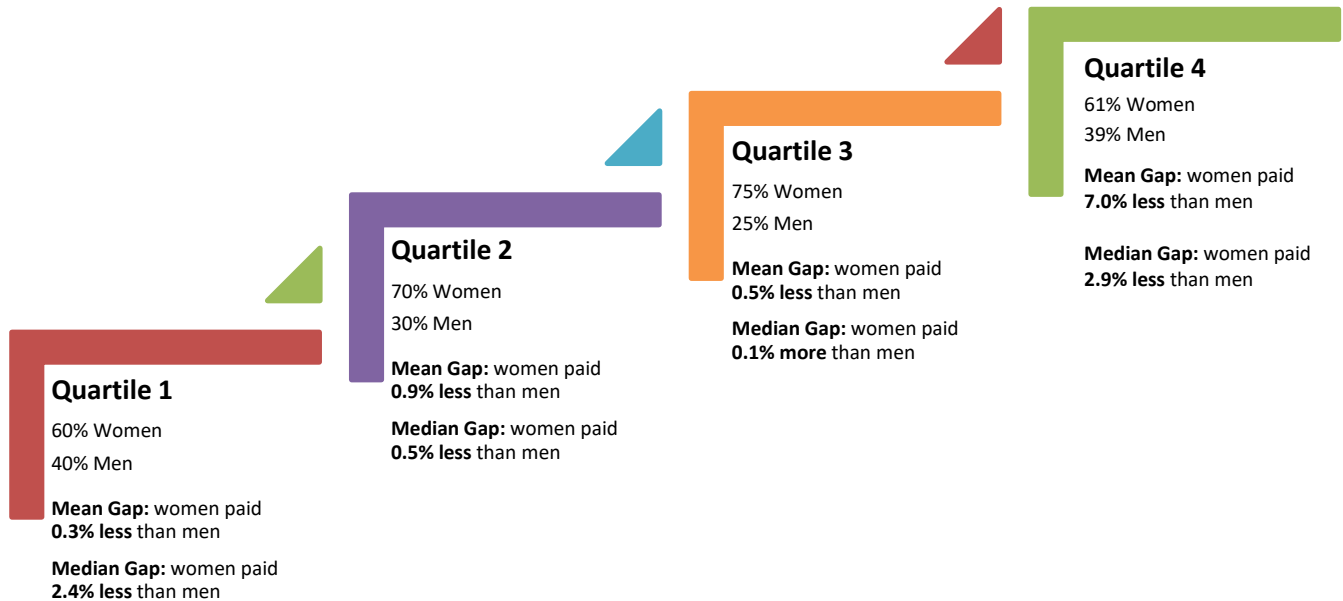
Median	Mean
Women earn 1.8% less than men	Women earn 4.8% less than men
<i>UK median</i> – women earn 15.8% less than men	<i>UK average</i> – women earn 16.6% less than men

GPHG 2020 Gender Bonus Gap

Median	Mean
Women received 0.0% less than men	Women received 13.9% less than men
UK median bonus pay gap for women is 25.2% less than men	UK average bonus pay gap for women is 43.4% less than men

Pay Quartile Breakdown

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;



Great Places key findings

- The overall mean and the median gender pay gaps remain significantly lower than the national averages for the third year running.
- Our GPHA Median pay gap shows a 1.8% differential in favour of male colleagues, 14.0% below the UK national median.
- Our GPHA Mean pay gap shows a 4.8% differential in favour of male colleagues, 11.8% below the national UK average.
- Quartile 1 has the smallest mean pay gap, with women being paid 0.3% less than men.
- Quartile 4 has the largest mean gender pay gap with women being paid 7.0% less than men. The median pay gap in quartile 3 shows woman get paid 2.9% less than men, which is also the largest median gap.
- The GPHA bonus pay gap is also significantly lower than national averages, with no differential between median figures. In relation to the mean bonus gap women received 13.9% less than men in bonus payments; this is 29.5% less than the UK national mean bonus gap.
- 63% of both male and female colleagues received a bonus payment – this demonstrates a proportionate consistency in the administration of bonus payments for GPHA.

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 Group.
- Continue to ensure equal access to external recruitment and internal moves.
- Continue to ensure fairness in the provision of any corporate bonus payments.

Matt H

Signed

Date: 31 March 2021