

GENDER PAY GAP REPORTING (*Entire Group Structure*)

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 the entire Great Places Housing Group structure; individual statements for the legal entities Great Places Housing Association (GPHA) and Great Places Housing Group (GPHG) have also been produced.

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;

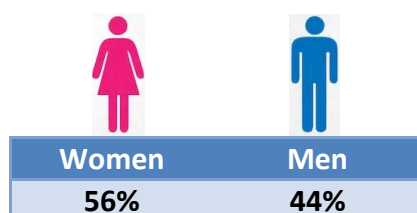
- the difference in the median hourly pay of men and women, expressed as a percentage;
- the difference in the mean hourly pay of men and women, expressed as a percentage;
- the difference in mean hourly bonus pay, expressed as a percentage;
- the proportion of men and women who received bonus pay; and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

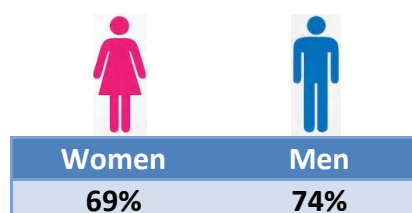
The **mean** is our **average pay** and is calculated by adding up all of our hourly rates of pay and dividing by the number of colleagues.

At Great Places Housing Group Limited (Combined GPHA, GPHG & Plumlife Payroll)

On 5th April 2020, we employed 721 permanent or fixed term employees.



56% of Colleagues were women, and 44% were men.



69% of female and 74% male colleagues received a bonus.

GPHG 2020 Gender Pay Gap

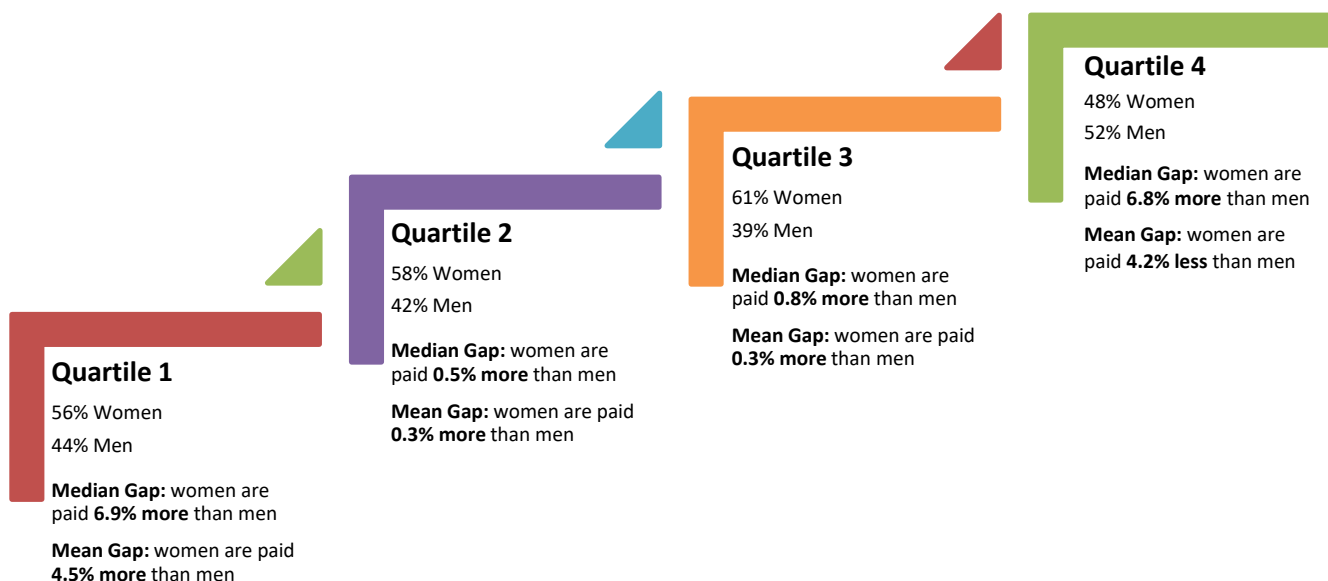
Median	Mean
Women earn 1.8% less than men	Women earn 6.6% less than men
UK median – women earn 15.8% less than men	UK average – women earn 16.6% less than men

GPHG 2020 Gender Bonus Gap

Median	Mean
Women received 0.0% less than men	Women received 22.6% 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 median and mean gender pay gaps remain significantly lower than the national averages for the third year running. Our median pay gap of 1.8% is 14% below the UK median, and our mean pay gap of 6.6% is 10% less than the UK average.
- The quartile split of our pay gap data shows on average that women are paid more than men in quartiles 1 to 3. In quartile 4 the mean pay gap shows when comparing our top 25% of salaries, on average, men are paid more than women.
- The bonus pay gap is also lower than national averages, with no median differential between male and female colleagues. Our mean bonus pay gap is 22.6%. This is 20.8% lower than the UK average.
- The Median pay gap in all quartiles show that women are paid more than men. Overall the median shows a 1.8% pay gap in favour of male colleagues. This is due to the midpoint data compared by quartile versus that of all data combined. The 1.8% pay gap shown in the full data equates to a differential of 27 pence.
- Quartile 2 has the smallest pay gap, with the Median gap showing women are paid 0.5% more than men, and the mean gap showing women are paid 0.3% more than men. The mean gap has reduced from women being paid 7.6% more than men as at 5th April 2019. Although this may be perceived as a negative shift for women this demonstrates greater alignment in pay for Male and Female colleagues in this quartile.
- Quartile 4 has the largest mean gender pay gap with women being paid 4.8% less than men. This includes the CEO and Executive team (4 of 5 are male), which has an impact on the gender pay gap in this quartile. Despite the Gender Balance at executive level there has been a 9.1% improvement in the pay gap in this Quartile when compared to the 2019 Mean data.

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 for all colleagues, irrespective of gender, to reach their career progression 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