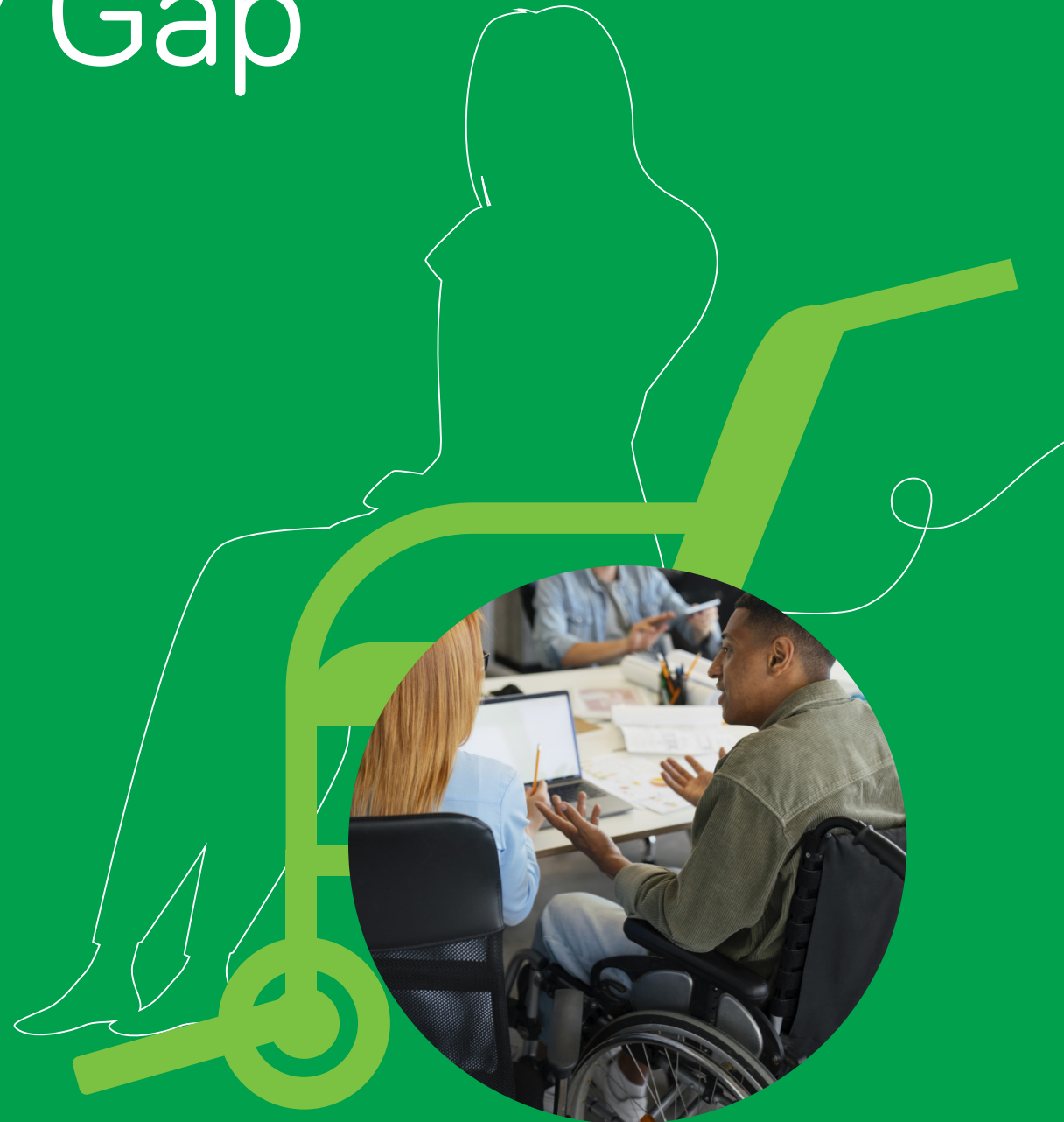
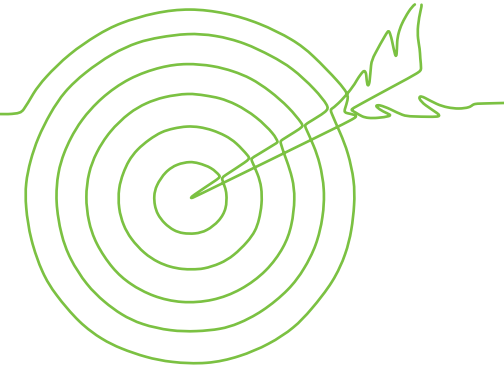


Disability Pay Gap Reporting 2022



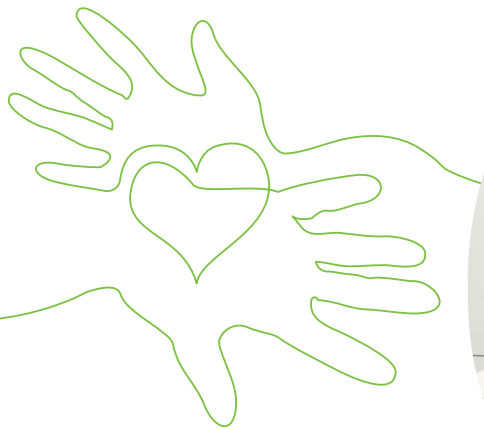
greatplaces
HOUSING GROUP

What is Disability Pay Gap Reporting?



Great Places already provides both Gender and Ethnicity Pay Gap Reports and uses this information to help inform our actions around these areas. Although Disability Pay Gap reporting is not a legislative requirement, we recognise that almost 15% of our workforce has reported a disability or long-term health condition, and are voluntarily reporting this pay gap as part of our wider commitment to equality, diversity, inclusion and belonging.

This report summarises the data for all eligible permanent or fixed-term employees of the entire Great Places Housing Group structure who have confirmed their disability status. In this report the term 'disabled' refers to all colleagues who have identified themselves as having a disability or long-term health condition.



Understanding the data

Having a disability pay gap does not necessarily mean that as an organisation we have acted in ways that are inappropriate or discriminatory. Rather, it helps us identify areas of the business where further action can be taken to redress the balance and explore opportunities for positive action.

We are voluntarily publishing:

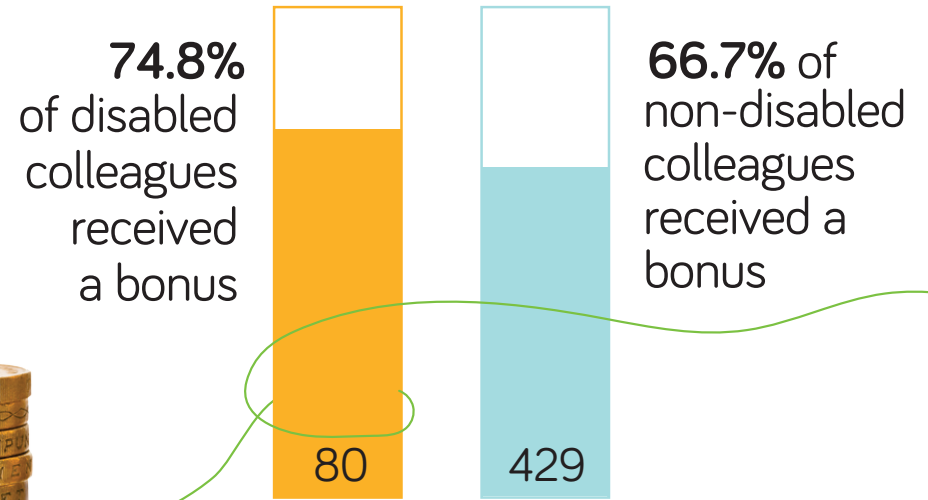
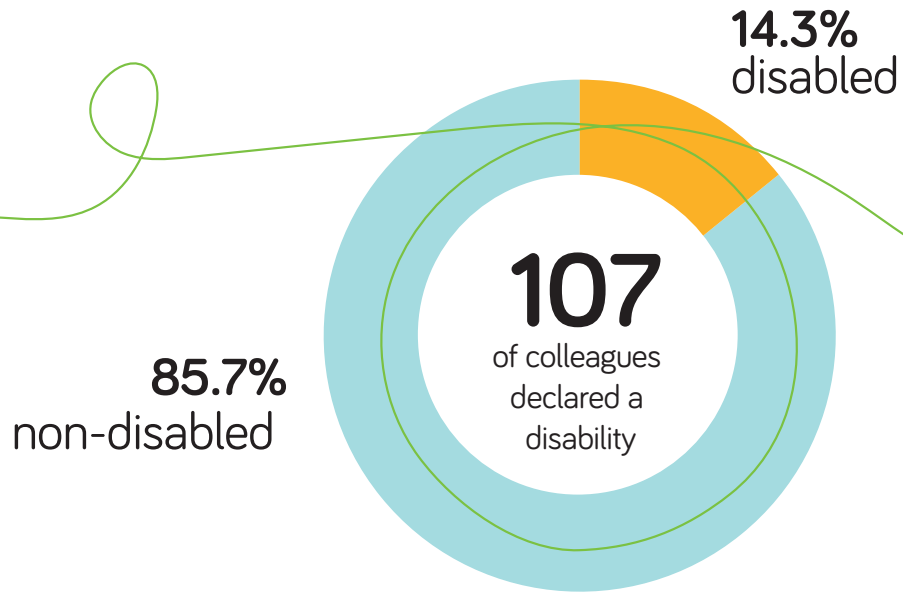
- the difference in the median hourly pay of disabled and non-disabled colleagues, as a percentage;
- the difference in the mean hourly pay of disabled and non-disabled colleagues, as a percentage;
- the difference in mean hourly bonus pay of disabled and non-disabled colleagues, as a percentage;
- the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

The **median** is the **middle value** and is calculated by organising all 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 our hourly rates of pay and dividing by the number of colleagues.

Great Places Housing Group Limited

On 5th April 2022, we employed 808 permanent or fixed-term employees. Of these colleagues, 750 (92.7%) disclosed their disability data, and the figures reported exclude the 58 (7.2%) colleagues who have not declared their disability.



Great Places Housing Group 2022 Disability Pay Gap

Median

Disabled colleagues earn **7.6% less** than non-disabled colleagues

Mean

Disabled colleagues earn **9.0% less** than non-disabled colleagues

UK Baseline (2022)

The latest published UK average showed a **17.2% mean** pay gap for 2022

Great Places Housing Group 2022 Disability Bonus Gap

Median

Disabled colleagues receive **equal** bonuses to non-disabled colleagues

Mean

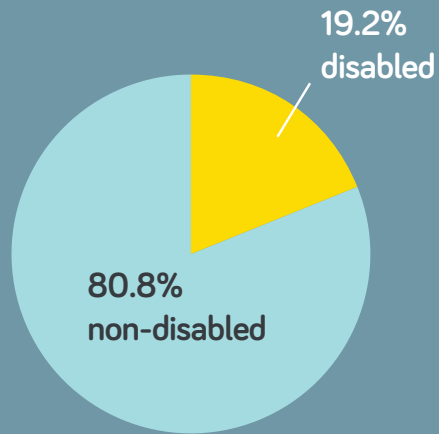
Disabled colleagues received **12.2% less** than non-disabled colleagues

UK Baseline

Data not available

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 Disabled and Non-Disabled colleagues sit in terms of the quartile pay bands:



Q1

Median

Disabled colleagues are paid **7.3% more** than non-disabled colleagues

Mean

Disabled colleagues are paid **2.4% more** than non-disabled colleagues

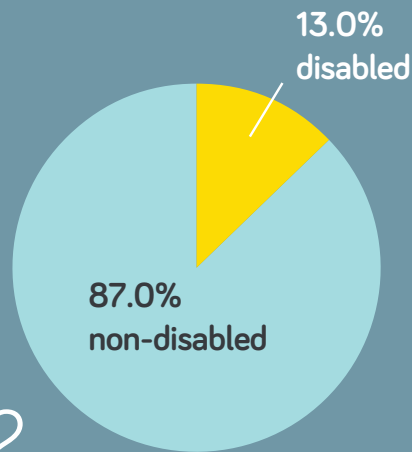
Q2

Median

Disabled colleagues are paid **4.7% less** than non-disabled colleagues

Mean

Disabled colleagues are paid **2.0% less** than non-disabled colleagues



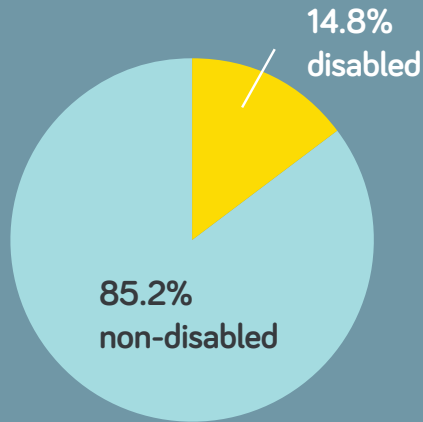
Q3

Median

Disabled colleagues are paid **1.5% more** than non-disabled colleagues

Mean

Disabled colleagues are paid **0.4% more** than non-disabled colleagues



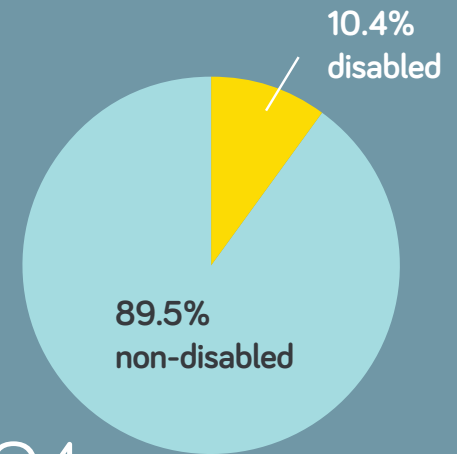
Q4

Median

Disabled colleagues are paid **2.6% less** than non-disabled colleagues

Mean

Disabled colleagues are paid **4.0% less** than non-disabled colleagues



Great Places' Key Findings

- Our hourly median disability pay gap on 5th April 2022 was 7.6%, this is a significant reduction from the 2020 reported pay gap of 18%.
- In 2020 Quartile 3 had the biggest median gap (with disabled colleagues being paid 5.5% less) whilst Quartile 4 had the biggest mean gap (with disabled colleagues being paid 11.9% less). Our 2022 data shows a significant shift in both areas. The Quartile 3 median gap has reduced by 7% to show disabled colleagues in this quartile are now paid 1.5% more, and the Quartile 4 mean gap has reduced by 7.9% to show disabled colleagues in this quartile are now paid 4% less in 2022.
- For 2022 our largest median gap is found in Quartile 1, with disabled colleagues being paid an average of 7.3% more than non-disabled colleagues in the pay band. This quartile shows a positive trend for disabled colleagues, which is also reflected within Quartile 3.
- Quartile 4 has the highest mean pay gap for the second year, with disabled colleagues being paid 4.0% less than non-disabled colleagues. This is also the quartile with the lowest percentage of colleagues disclosing a disability or long-term health issue.
- Quartile 1 has the highest proportion of disabled colleagues within it at 19.2% compared to 10.4% in Quartile 4.



Great Places' Approach and Commitment

Great Places is committed to reducing our pay gaps, and ensuring they are reviewed annually. 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 our EDI and our People Strategies, we will continue to create an environment that provides equal opportunities for all colleagues, irrespective of disability or long-term health conditions, to reach their career progression potential.



We will:

- Continue to monitor our disability pay gap on a regular basis for Great Places Housing Group.
- Continue to ensure equal access to recruitment and progression, through our Disability Confident commitment, with the view to increase our membership to Leader level (3) by March 2024.
- Establish and embed a Disability Counts forum, monitoring the activity undertaken by this group.
- Increase the support provided to disabled colleagues in relation to career progression.
- Ensure effective adjustments and adaptations are in place to enable fair access to our Academy offer.
- Deliver disability awareness and inclusive leadership training to all managers and leaders.
- Continue to ensure fairness in the provision of any corporate bonus payments.

A handwritten signature in black ink that reads "Matt H" with a stylized flourish.

Matthew Harrison

