

# Gender pay gap report 2022





## Gender pay gap is different to equal pay

The 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 men and women 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 the 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 woman's earnings compared to the average men's earnings.

The last report was completed in June 2021 when we reported on a number of actions that we planned to take following the previous year's report. Ongoing actions include continuing to encourage women into management and technical roles, including apprenticeships.

### This is our report for the snapshot date of 5 April 2022:

Gender pay gap	2022 %	2021 %
Mean	1.16	3.10
Median	-4.12	-4.74

**This means that for every £10 the average man earns, the average woman takes home £9.88 (this was £9.69 in the last report).**

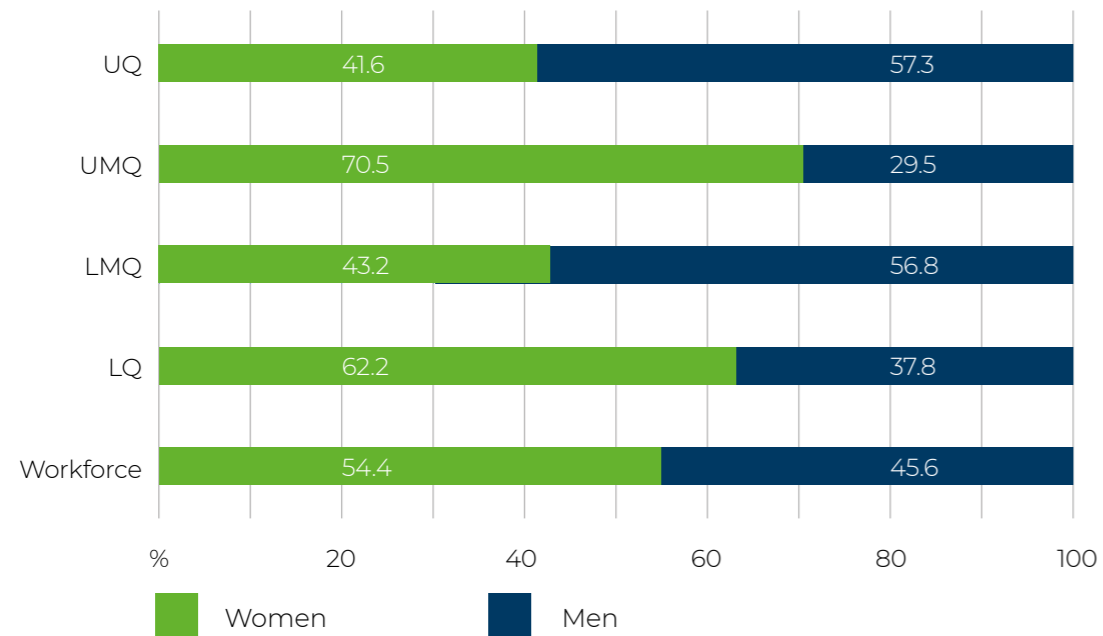
Our mean gap has reduced by 1.94% since last year and we currently have a negative median gap of -4.12%. This is 0.62% less than last year. A negative figure means that women are paid more than men for this calculation. The median is the man or woman who is in the middle of a list of hourly pay for all colleagues, ordered from highest to lowest paid, whereas the mean is the average.

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## Pay quartiles

Pay quartile percentages by gender - 5 April 2022



The table above shows a very similar outcome to last year, with women representing 55% of our workforce. Our Executive Management team and Directors continue to be made up of 50% women and 50% men.

The pay quartiles by gender table above, shows that women continue to be under-represented in the upper quartile (UQ), however, the percentage of women in this category increased marginally by 1.2% from last year. If you average out the UQ and upper middle quartile (UMQ), women account for just over 56.6%. One of the reasons that the UQ representation continues to be lower for women is that all Heads of Service roles are in property, and other senior managers in property are all male. There is also a high prevalence of higher paid IT colleagues who are male that contributes to this.

There has been a 2.3% reduction of women in the LQ. This could be down to an increase in the number of male colleagues being recruited into the Customer Contact team and losing three lower paid female colleagues to a TUPE transfer.

## Comparison with other organisations

The national gender pay gap in April 2021, as reported by the Office for National Statistics in October 2021, was 7.9% for full-time employees and 15.4% among all employees.



## Progress against actions to close the gap

We are really pleased to see continuing improvement in the mean gender pay gap and a positive median gap. However, we need to continue to improve opportunities for women in management and take actions that will attract more women into property or technical roles so that we can work towards no pay gap at all.



## 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

At Grand Union we want to celebrate diversity and challenge stigma, speaking up when we see others being treated badly. We appreciate how diversity makes us stronger and we learn and benefit from each other's different backgrounds and experiences.



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