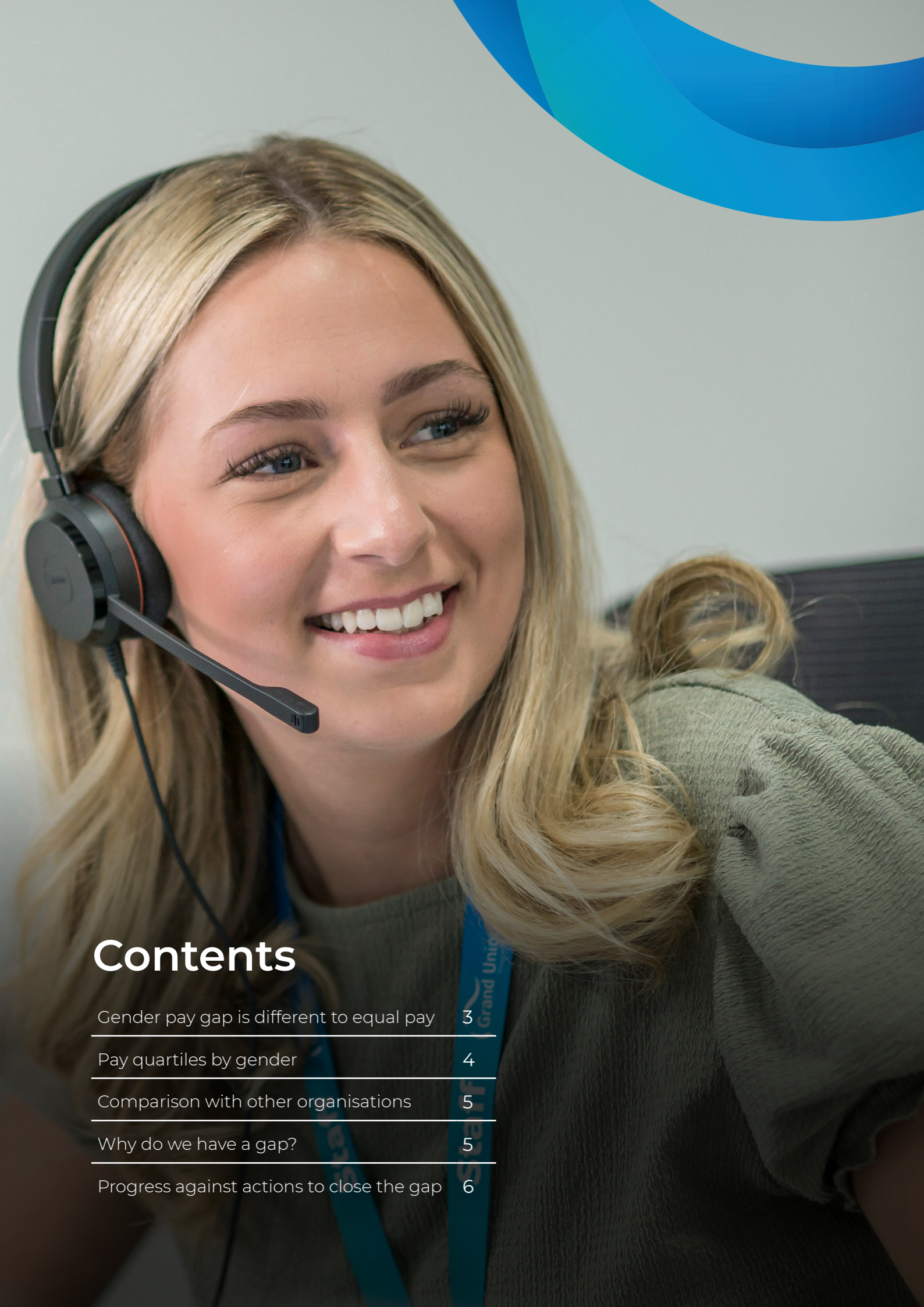




Gender pay gap report **2021**





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, both women and men 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 a 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 women's earnings compared to average men's earnings.

This is our report for the snapshot date of 5 April 2021:

Gender pay gap	2021 %	2020 %
Mean	3.10	7.05
Median	-4.74	4.91

This means that for every £10 the average man earns, the average woman takes home £9.69 (this was £9.30 in the last report).

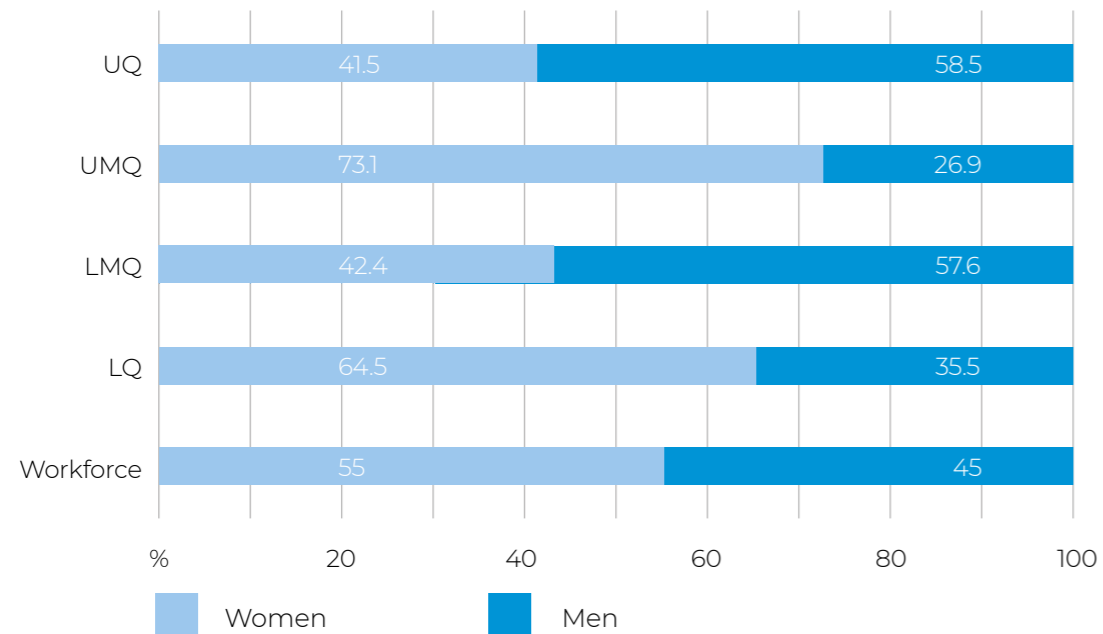
Our mean gap has reduced by nearly 4% since last year and we currently have a negative median gap of -4.74%. This is a huge improvement of 9.65% and is mainly attributable to the large increase in men in the lower middle quartile (LMQ) this year.

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Pay quartiles by gender

Pay quartile percentages by gender - 5 April 2021



As at 5 April 2021, our workforce was 55% women and 45% men, a 6.3% increase in the number of males employed when compared to last year.

This is attributable to the transfer and recruitment of operatives/other property roles (who are mainly men) which was a significant percentage of headcount during the year (over 15%). However, 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 are underrepresented in the upper quartile (UQ). Last year we saw an increase of 3.8% in women in the UQ, this year we have seen a decrease of 5%, with the upper middle quartile (UMQ) figures increasing by 2.6% when compared to last year. If you average out the UQ and UMQ, women account for 57.3%, compared to 55% of the workforce.

The reduction of women in the UQ seems to be due to more highly paid roles in property and finance being filled, or transferred into, by men.

There has been a large increase in the number of men (22.5%) in the LMQ which is mainly due to the transfer and operative recruitment mentioned above.

Comparison with other organisations

The national gender pay gap in April 2020, as reported by the Office for National Statistics, was 7.4% for full-time employees (down from 9.0% in April 2019) and 15.5% among all employees (down from 17.4%). The reporting deadline for 2020/21 has been put back six months due to Covid-19.

Why do we have a gap?

We believe our gender pay gap continues to be the result of the roles in which men and women currently work within the organisation and the salaries that these roles currently attract.

We appoint people to roles based on merit regardless of their gender or other factors covered by the Equality Act, however, we recognise that women are under-represented in technical and property related roles which are traditionally dominated by men and pay more than the administrative roles where women dominate.



Progress against actions to close the gap

The last gender pay gap report was completed in September 2020 when we identified a number of actions that we planned to take. We have made some progress on these actions which are detailed below. These actions will be ongoing.

Actions one and four: our Recruitment & Talent Manager will continue to actively look to attract women to apply for management roles and will encourage women to apply for technical roles – we are pleased to say that two out of four of our property manager vacancies were filled with females (four out of ten property managers are now female). Attracting women to apply for technical roles continues to be a challenge, however, we have attracted a female Clerk of Works in our Development team, a female Trainee Electrician and a female Environmental Sustainability Manager.

Action two: we will use the creation of our Leadership & Management Development framework and our K2 Academy to consider ways to proactively encourage female talent into development opportunities, that will in turn improve their chances for management positions – with the introduction of the Aspire, Firm Foundations and Operations Leader programmes, 22/33 (67%) of the delegates are female.

Action three: we will continue to use positive action to attract women when recruiting for apprenticeships – we are just about to go into the recruitment cycle, so currently no data is available.

Action five: we will continue to develop our agile working offering. The agile working framework has become more flexible and we are seeing many different work patterns across Grand Union and an increase in time spent working from home going forward.



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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