



Ethnicity pay gap report **2021**



Ethnicity pay gap report 2021

There is currently no legal requirement to report on our ethnicity pay gap. However, we feel that it is good practice and important to be transparent.

The ethnicity pay gap shows the difference in the average hourly rate of pay between PGM (People of the Global Majority) and non-PGM colleagues, expressed as a percentage of the average non-PGM earnings.

We pay spot salaries and all genders carrying out the same role, regardless of their ethnicity, are paid the same salary. Roles are independently market tested.

It is important that we address any issues that drive an ethnicity pay gap so that we can deliver on the objectives we have set out in our Belonging Strategy, ensuring that we are an inclusive organisation.

We have a high ethnicity disclosure rate of 92.05%, leaving a data gap of 7.95%.

This is the first full report of its kind for Grand Union. In 2020, we did calculate the differences in pay but found that there was not a gap.

In October 2020, the ONS reported that the ethnicity pay gap between white and PGM employees had narrowed to 2.3% in 2019, its smallest level since 2012 in England and Wales.

This is our report for the snapshot date of 5 April 2021 and our calculated gap is in the table below:

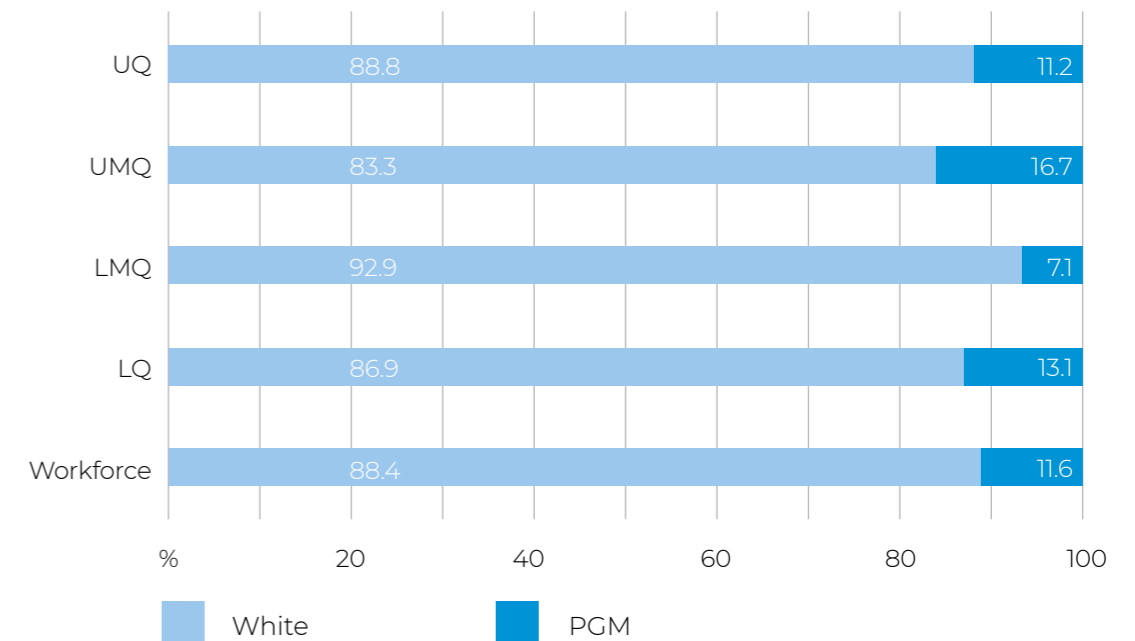
Ethnicity pay gap	2021 %
Mean	-3.75
Median	-3.63

This shows a positive pay gap in favour of PGM colleagues. This means that for every £10 the average white colleague earns, the average PGM colleague takes home £10.37.

Pay quartiles

The ethnicity pay quartiles below show that PGM colleagues are only underrepresented in the lower middle quartile. The percentage in the upper quartile is similar to the workforce percentage, indicating that PGM colleagues are represented at all levels within Grand Union.

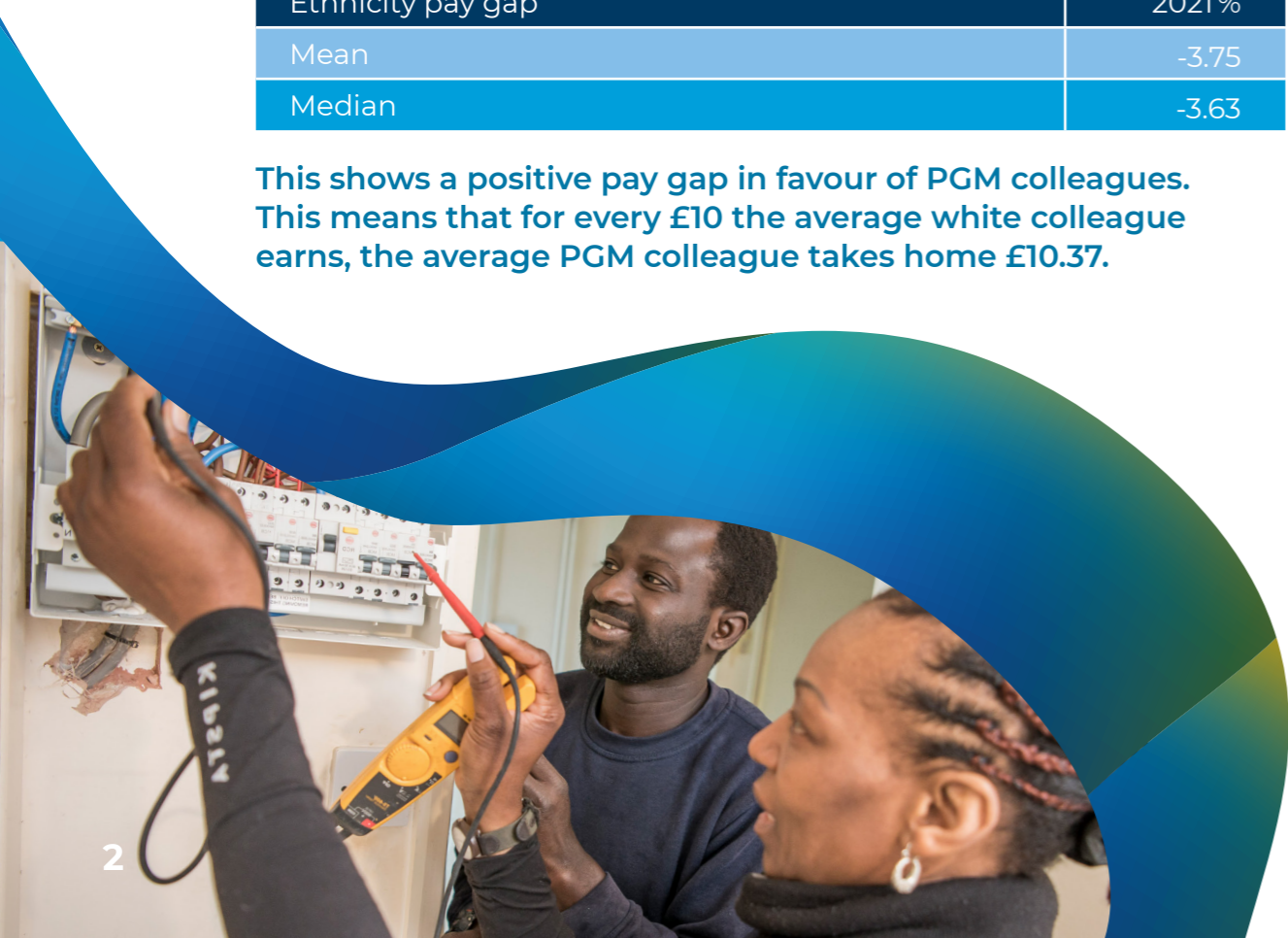
Pay quartile percentages by ethnicity - 5 April 2021



Comparison with other organisations

As reporting on the ethnicity pay gap is not a statutory requirement, there are very few housing associations that have published their gaps. However, the Regulator of Social Housing has recently reported a 20.28% mean pay gap (16.8% median gap), Riverside has reported an 18% gap in their 2020 report (14% median gap) and Optivo's gaps are 4.1% and 0.86% respectively.

We are really pleased to see that we have a positive pay gap in favour of PGM colleagues, which we believe has been as a result of focussing on making our recruitment and development practices inclusive. We will endeavour, as a result of all the activities that we are doing following the launch of our Belonging Strategy (with the support of our colleague Belonging Group), to ensure that this does not erode to give a negative gap.



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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