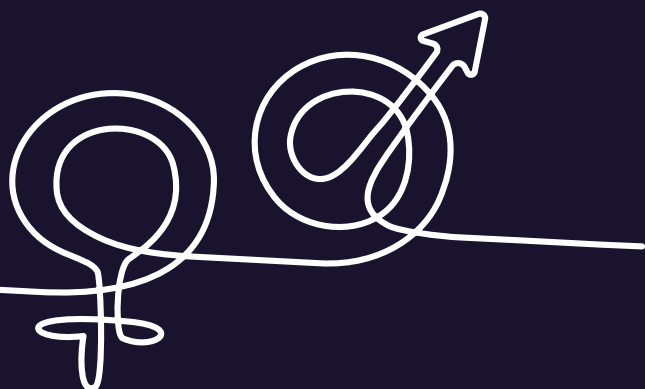


# Gender Pay Gap Report

April 2024

THIS REPORT IS BASED ON SNAPSHOT  
DATA CAPTURED ON 5 APRIL 2023



Through our **passion** for housing, more  
**people** have a **safe** place to call **home**



# Contents

Business summary	03
A message from our Chair	04
What is the Gender Pay Gap?	05
Our Gender Pay Gap	06
What have we done to reach this point?	07
Balance for Better – A new era	08



## Business summary

**As one of the UK's largest housing providers with more than 29,000 properties across the North West, Yorkshire, and the Midlands, we have a large and diverse housing portfolio that provides a home for people at each stage of their lives.**

We currently have new and existing flats and houses available for social rent, affordable rent, shared ownership and outright sale, in a variety of homes ranging from our foyers for young people, homes for families, and for those aged 55+ within retirement living developments.

We're also proud to be able to offer accommodation for those who may be facing homelessness or fleeing domestic abuse.

And, we do all this because we care. We're passionate about providing safe, quality and affordable homes within communities that can flourish. Offering an honest, reliable, and fair service to all our residents is at the heart of what we do.



# A message from our Chair

In this, my first full year as Chair of Your Housing Group, I am proud to see that we have narrowed the gender pay gap again. This means we are getting ever closer to true pay equality between the genders. The decrease in the average (mean) pay between male and female colleagues is in the main due to the types and seniority of roles many women at YHG now carry out, but also because we now have over 7% more females in the Group.

Our mean gender pay gap was at 6.32% last year and now sits at just 1.83%, which is a huge decrease of 4.49%, year on year.

**Plus, since records began back in 2017, YHG has narrowed the gap by 15.87%, which is a huge achievement and should be something we all feel proud to be a part of.**

Even just looking at these statistics alone, they are testament to the work we are doing to introduce a more contemporary way of recruiting, education and training around inclusion and diversity, and really listening to the expectations and requirements of a modern business. We also know that society has informed us that genders are now more fluid, and not limited to just two, and we will always work hard to be inclusive to all and look at how we can grow.

Our executive leadership team remains weighted towards women with a 75/25 split, and we have taken great strides in building our portfolio of learning by embarking on the Above Difference



programme, which aims to equip our leadership teams with the skills and resources to facilitate a more inclusive, respectful and fair workplace, and develop culturally intelligent teams and organisations.

We continue to invest in roles for all genders, and care about our employees achieving a healthy work-life balance too with our very flexible working. Ensuring our colleagues are happy with their work and at work, has a positive impact on the services we offer to residents too so whilst I know life will always be a learning curve, I hope we stay on this curve and heading in the right direction.

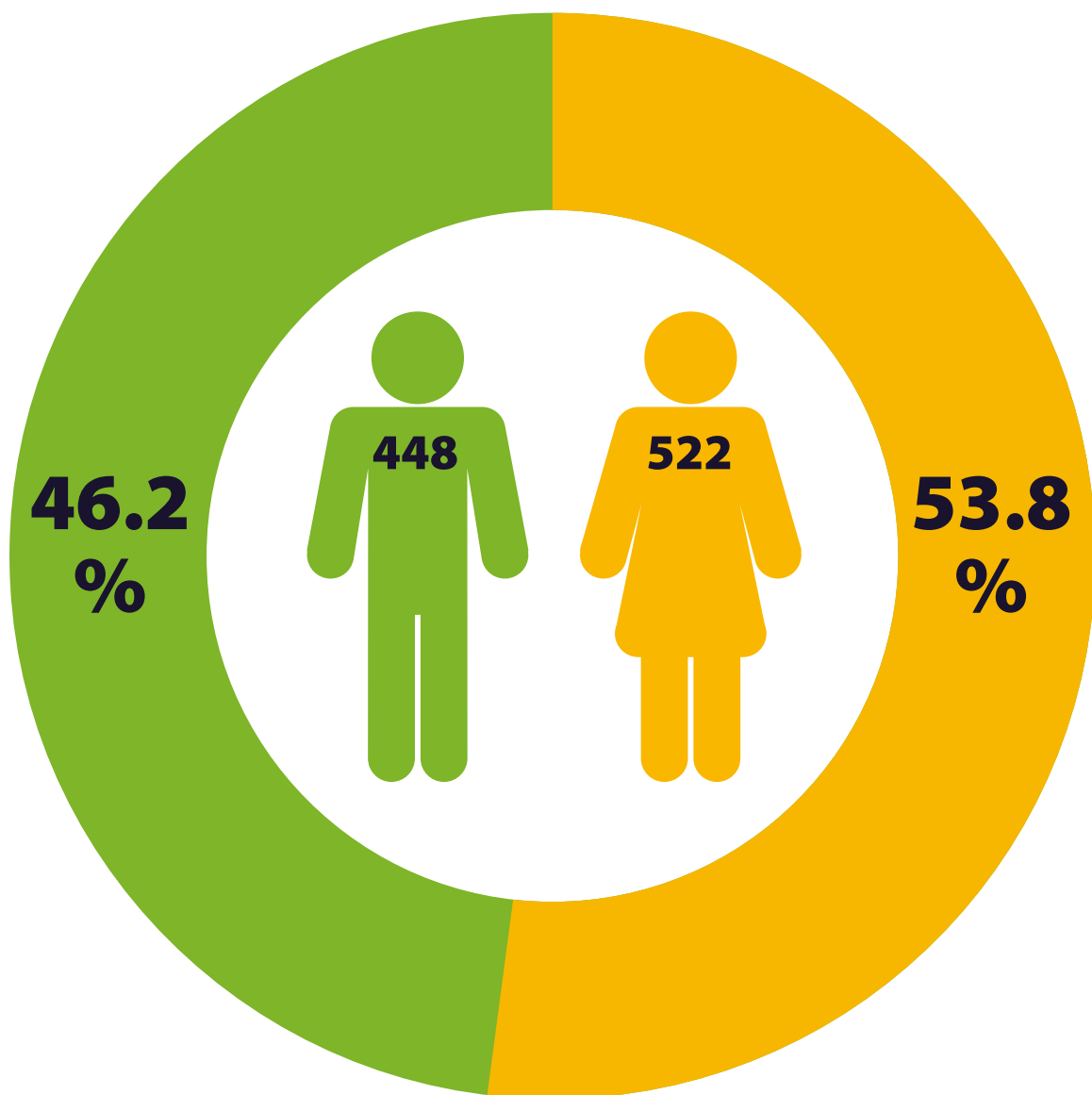
**Mike Gaskell, Chair of the Board**

## What is the Gender Pay Gap?

As of April 2017, all UK companies with 250 or more employees, must report the pay difference between their male and female colleagues.

The figures measure the difference between the **average (mean) women's earnings expressed relative to men's earnings** within the organisation.

On 5 April 2023, when this report's snapshot data was captured, Your Housing Group (including all fix360 colleagues) had a total of **970 employees**.



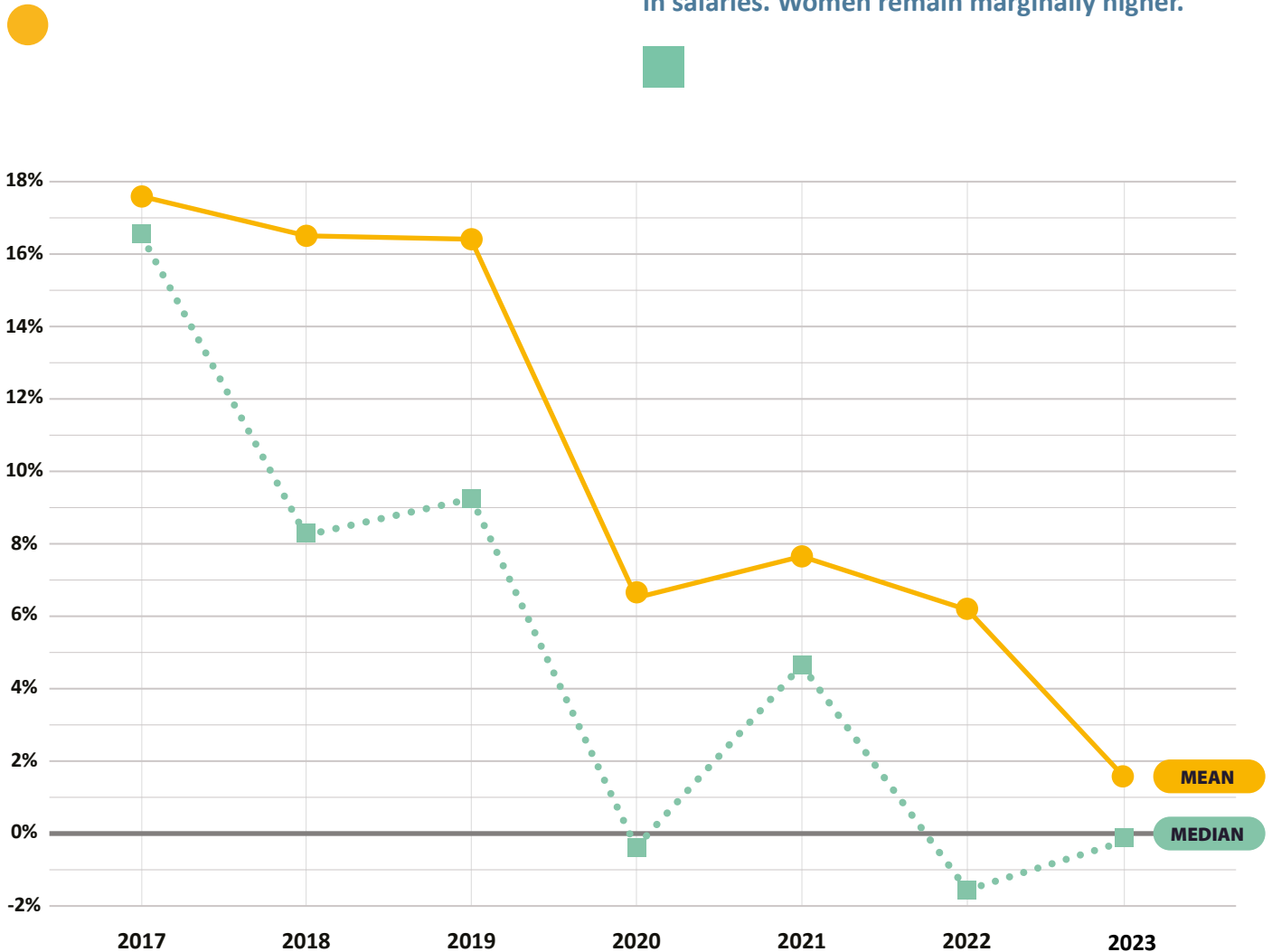
## Our Gender Pay Gap

Your Housing Group's **average (mean)** gender pay gap at **April 2023** is **1.83%**.

This means we have narrowed the gap by **15.87%** since 2017.

The **midpoint (median)** pay gap is **-0.06%** which is a **decrease of 1.5%** on the previous year.

The pay for men and women is now almost identical when looking at that midpoint in salaries. Women remain marginally higher.



The **mean pay gap** is the difference between the average hourly rate for men and women.

The **median pay gap** is the difference between the midpoint salaries for men and women in the organisation.

## What have we done to reach this point



### More women in senior roles

There has been a significant increase in the average hourly rates of pay for female employees compared to their male counterparts. This is due to more female employees being appointed to or promoted into senior roles, including three quarters of our Executive Leadership Team (ELT) being female, thereby contributing to the increase in the average hourly rates of pay for females. In addition, there has been a decrease in the number of male employees across the Group.



### Alternative working arrangements

The Group actively supports employees who have requested to alter their working arrangements either by reducing their working hours or working days in a week. Currently, there are a total of **22 employees who have altered their working patterns to achieve better work-life balance**. Of these, there are **14 female** employees and **8 male** employees across the various levels of seniority.



### Balance for Better relaunch

The outputs of the Balance for Better (B4B) group, established in 2018 to drive gender balance across the organisation, has widened its focus and now includes our **Equality, Diversity & Inclusion (EDI) steering group**. This allows us to spearhead progressive change across all our workforce.

In addition to this, the roll out of the Menopause Policy and subsequent training has been effective in maintaining female colleagues.

## Balance for Better - A new era

**Balance for Better (B4B) is our internal group that leads on Equality, Diversity, and Inclusion (EDI), and although it started as a way to narrow the gap between males and females in the workforce, it now addresses all areas of fairness and inclusion.**

It is chaired by Heads of Service but supported by the Director of Housing and our Chief Executive Officer. It is a group that strives to continually learn and raise awareness and we encourage curiosity and questions to expand our understanding and knowledge to better serve our residents and colleagues.

The B4B group remains well represented with over **40 volunteers from across #TeamYHG** who not only attend quarterly meetings but will actively take part in events throughout the year.

This year we have held in-person sessions for colleagues covering barriers that may arise when it comes to supporting and understanding the nine protected characteristics.

We now have allies for all nine protected characteristics too from within our leadership teams, which helps to ensure that any issues raised get a high level of acknowledgment and engagement.

We also fully appreciate that there is often intersectionality between the protective groups, in particular gender, and will consider that in the work delivered.



Furthermore, we see EDI as encompassing much more than the nine characteristics protected by law, and we encourage our members to share their stories if they are comfortable to do so. This only enhances inclusivity and encourages allyship.

When colleagues feel able to share their own lived experiences too, this is with the purpose of educating others and encouraging others to be open and curious too.

Finally, our senior management and Board have taken part in a training programme aimed at improving cultural intelligence called the 'Above Difference' programme. This is designed to support them to increase their self-awareness of themselves and others in respect of Equality, Diversity & Inclusion in order to become more effective leaders.



## Our EDI strategic objectives for 2023-2025 are:


1. To publish our current data on representation of all groups for colleagues and board members, and where needed, agree actions to improve representation and data collection.
2. To improve the data we hold for our residents and use this data to improve our service offer.
3. To further improve our culture to be more inclusive.
4. To ensure that new and existing residents understand how to manage their tenancies and properties, including how to effectively deal with moisture to prevent damp and mould. We will arrange for interpretation services where needed so that this is understood.



5. To review our approach to recruitment and ensure that it is contemporary, and that panel members are supported to understand unconscious bias.
6. To hold several engagement events for both colleagues and residents to raise awareness of EDI themes, including stigmatisation.

## We'd love to hear from you:

 [YourVoice@yourhousinggroup.co.uk](mailto:YourVoice@yourhousinggroup.co.uk)

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 Your Response 0345 345 0272



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