



Gender Pay Gap Reporting

Herefordshire Housing Ltd

Introduction

In 2017 the government introduced new legislation making it a statutory requirement for organisations employing over 250 or more colleagues on the payroll to produce an annual report on their gender pay gap. Organisations must publish

- Mean gender pay gaps
- Median gender pay gaps
- Mean gender bonus gaps
- Median gender bonus gaps
- The proportion of men and women who received bonuses
- The proportion of male and female colleagues in each pay quartile.

The gender pay gap is different to equal pay.

HHL supports fair treatment and reward for all its colleagues. This report details the information required and provides a narrative to support the data.

The Data

HHL in April 2017 (The snapshot period) consisted of 260 employees of which 239 are affected by the gender pay gap reporting.

144 Males 60.25%
95 Females 39.75%

The mean pay gap
8.2% difference between men and women

The median pay gap
10.9% difference between men and women

Say hello

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> Registered Charity Number: 1105907 > Registered Homes and Communities Agency Number: LH4353 > Registered Company Number (England): 4221587

The mean bonus gap
N/A

The median bonus gap
N/A

HHL does not operate a bonus scheme for any colleague. There is therefore nothing to report.

Percentage of employees who received bonus
N/A

Proportion of male and females per quartile

Gender Pay Gap | Lower quartile male 49.2% female 50.8%

Gender Pay Gap | Lower middle quartile male 58.3% female 41.7%

Gender Pay Gap | Upper middle quartile male 63.3% female 36.7%

Gender Pay Gap | Upper quartile male 70% female 30%

Summary

In order to understand the data in more detail it is important to understand the key functionality of the organisation and the demographics. HHL consists of a board, committee members, a chief executive, directors and a range of colleagues with wide ranging professions and skill sets. HHL is a Housing Association based in rural Herefordshire where unemployment is at year on year low. The association promotes flexible and part time working in many roles and has mixed central support teams, housing teams and trades and assets colleagues.

Closing the gender pay gap

HHL has made progressive steps over the years to promote not only women in the work place to close the gender pay gap but also to promote equality in the work place as a wider strategy.

HHL has recently merged with SHG (Shropshire Housing Group) to create Connexus in July 2017.

Connexus is currently reviewing their pay levels and full set of terms and conditions as part of a wide total reward strategy for all colleagues.

As Connexus we recognise the importance of having the right colleagues in the right roles with fair and equitable reward packages. We endeavour to reduce the gender pay gap with;

- committed regular reviews of pay/scales and increments
- proactive recruitment
- talent management
- offering flexible working
- introduction of new technologies to support different ways of working
- networking with other organisations/charities/groups and partners
- colleague consultation
- revision of terms and conditions of employment
- operating with a total reward strategy to meet business and colleagues needs
- continued commitment to the apprenticeship offer
- enhanced commitment to colleague learning & development

We have a clear 3 year People Strategy, L&D strategy and apprenticeship offering in line with above.

Declaration

We confirm that the calculations have been carried out in line with the regulations.