

Gender & Ethnicity Pay Gap

Highlights & Action Plan 2023



Gender Pay Gap

The gender pay gap shows the difference in the hourly pay between men and women.

A positive percentage shows that on average men earn more than women and a negative average indicates that women earn more than men.



Mean Gender Pay Gap

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

The mean gender pay gap is **-4.2%**

This means that women on average earn **4.2% more than men**. This is an increase of 0.9%.

Mean Gender Pay Gap for previous years

| 2022 | 2021 | 2020 |
|-------|------|-------|
| -3.3% | 1.2% | -3.9% |

Median Gender Pay Gap

This is the difference between the median hourly pay of men and women.

The median is the middle value in a list of hourly pay ordered from highest to lowest paid.

The median gender pay gap is **-3.2%**

This means that the median woman earns **3.2% more than the median man**. This reverses the 2.6% gap shown in 2022.

Median Gender Pay Gap for previous years

| 2022 | 2021 | 2020 |
|------|------|------|
| 2.6% | 3.0% | 2.9% |

Bonus Pay

The mean bonus gender pay gap is the difference between the average bonus pay of women and the average bonus pay of men. This median bonus pay gap is the difference between the median bonus pay of men and women. The median is the middle value in a list of bonus pay ordered from highest to lowest paid.

The mean bonus pay gap is **8.9%**

This means that women on average received bonus pay that was **8.9% less than men**.

The median bonus pay gap is **0%**

This means that the median **woman received the same bonus as the median man**.

6% of women received bonus pay, compared to **3% of men**.

Gender Pay Gap: Pay Quartiles

Pay quartiles show the percentage of **men** and **women** in four equal sized groups based on their hourly pay.

Pay quartiles give an indication of women's representation at different levels of the organisation.

Pay quartiles distribution for 2023

| Quartile | Male | Female |
|-----------------------|------------|------------|
| Lower Quartile | 55% | 45% |
| Lower Middle Quartile | 57% | 43% |
| Upper Middle Quartile | 47% | 53% |
| Upper Quartile | 53% | 47% |
| Total | 53% | 47% |

Comparison to previous years

Pay quartiles distribution for 2022

| Quartile | Male | Female |
|-----------------------|------------|------------|
| Lower Quartile | 49% | 51% |
| Lower Middle Quartile | 53% | 47% |
| Upper Middle Quartile | 54% | 46% |
| Upper Quartile | 56% | 44% |
| Total | 53% | 47% |

Pay quartiles distribution for 2021

| Quartile | Male | Female |
|-----------------------|------------|------------|
| Lower Quartile | 52% | 48% |
| Lower Middle Quartile | 51% | 48% |
| Upper Middle Quartile | 51% | 49% |
| Upper Quartile | 57% | 43% |
| Total | 53% | 47% |

Pay quartiles distribution for 2020

| Quartile | Male | Female |
|-----------------------|------------|------------|
| Lower Quartile | 59% | 41% |
| Lower Middle Quartile | 47% | 53% |
| Upper Middle Quartile | 51% | 49% |
| Upper Quartile | 51% | 49% |
| Total | 52% | 48% |



Ethnicity Pay Gap

The **ethnicity pay gap** shows the difference in the hourly pay between different ethnic groups. Unlike the gender pay gap there is currently no legal requirement to monitor or disclose this data.

Platform Housing Group is committed to the principle of equal opportunities and equal treatment for all employees therefore is actively monitoring the ethnicity pay gap alongside its gender pay gap. The approach used for defining the ethnicity pay gap is in line with the government guidance issued in April 2023.

Mean Ethnicity Pay Gap

The mean ethnicity pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of White employees, and the mean hourly pay of BME employees.

The mean ethnicity pay gap is **3.4%** (BME to White).

This means that BME employees on average earn **3.4% less** than White employees.

This is down from 4.6% 2022.

Median Ethnicity Pay Gap

This is the difference between the hourly pay of the median White employee and the hourly pay of the median BME employee. The median for each is the White or BME employee who is in the middle of a list of hourly pay ordered from highest to lowest paid.

The median ethnicity pay gap is **-0.5%** (BME to White).

This means that the BME employee earns **0.5% more** than the White employee.

This reverses the 4.4% gap shown in 2022.

Ethnicity Pay Gap: Pay Quartiles

Pay quartiles show the percentage of White, BME and Unspecified employees in four equal sized groups based on their hourly pay. Pay quartiles give an indication of representation at different levels of the organisation.

| Quartile | 2023 | | | 2022 | | |
|-----------------------|------------|------------|-------------|---------------|---------------|---------------|
| | White | BME | Unspecified | White | BME | Unspecified |
| Lower Quartile | 81% | 12% | 7% | 76.16% | 13.15% | 10.68% |
| Lower Middle Quartile | 74% | 12% | 14% | 72.88% | 14.52% | 12.60% |
| Upper Middle Quartile | 76% | 12% | 12% | 75.34% | 15.34% | 9.32% |
| Upper Quartile | 81% | 13% | 6% | 79.51% | 9.02% | 11.48% |
| Total | 77% | 13% | 10% | 75.98% | 13.00% | 11.02% |

Through our EDI strategy we have driven a significant increase in ethnicity declarations. We expect that by reporting our ethnicity pay gap this will encourage more colleagues to disclose their ethnicity.

Gender & Ethnicity Pay Gap: Action Plan

We are pleased to share that Platform Housing Group's gender pay gap continues to compare favourably with the whole UK economy and the Housing sector.

We remain committed to doing everything we can to further narrow the gap and provide an inclusive environment that supports people to work and develop successfully.

| | Median Gender Pay Gap | Mean Gender Pay Gap |
|-------------------------|-----------------------|---------------------|
| Whole UK Economy: | 14.3%* | 13.2%* |
| Platform Housing Group: | -3.2% | -4.2% |

* Source: ONS (www.ons.gov.uk/)

Platform Housing Group is taking proactive measures to reduce the gender pay gap. This includes a wide programme of long-term initiatives that promote and embed equality, diversity and inclusion into the way we lead and work, day to day.

We aim to do this through:

Pay & Benefits

- We use a standard pay structure and job evaluation methodology to ensure equal and consistent pay.
- We are committed to annual reviews of pay and benefits against market rate benchmarks.

EDI Diversity and Inclusion Strategy

- Our Diversity & Inclusion Strategy includes the development of a business-wide Diversity Champion Programme, specifying clear goals for positive change and developing a truly inclusive culture.
- Interrogating gender barriers and challenging stereotypes associated with certain roles within the Housing sector. This includes partnership working across the Group to promote internal and national initiatives such as International Women's Day and Women in Construction/Try a Trade day within our Property Care business.
- We ensure decision making forums such as the People Platform, our employee consultation group, is representative of the diversity of our colleagues.

Values & Vision

- Cultural development and the development of our Platform Values forms a key part of strengthening our workplace diversity. With one of our values being People Matter, making it explicitly clear that valuing difference is important to us here and plays a key part in achieving our vision.



Resourcing & Recruitment

- We undertake regular reviews of our recruitment practices and internal promotions to ensure we are not indirectly attracting specific genders for certain roles and encourage under-represented groups to apply for roles.
- Our approach to shortlisting and selection ensures a non-discriminatory process that allows candidates to succeed based on merit and ability.
- We welcome applications from those who have had career breaks or are looking to change career/re-train.
- We work in partnership with schools in the local communities to promote the Housing Sector as an attractive career choice.

Learning & Development

- We ensure our range of Learning and Development resources are flexible and accessible to all. Our Learning and Development platform, The Academy, encourages colleagues to be curious and self-directed in their own learning.
- Personal Development training plans are in place that help us create well-balanced and diverse management and leadership teams and help us nurture future talent. Access to professional development is transparent and irrespective of gender.
- We are committed to making sure that everyone has an equal and fair chance of progression. We will identify and support talent across our business and tap into people's different perspectives to ensure that we can deliver a high-quality experience for our customers.

Health & Wellbeing

- We have embedded agile working, ensuring that all our employees are able to work in a way that enables them to balance a successful career with their commitments outside of work.
- Ensuring that the Health and Wellbeing Services reflect the specific needs of our colleagues.



Platform Housing Group continues to be committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. There is a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

The Group is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work.