



Gender Pay Gap Report 2022



Community Housing is committed to further developing our approach to Equality, Diversity, Inclusion and Belonging (EDIB) and creating a place where people thrive at work and in our communities. In March 2022, the Executive Team and Board approved our new 4-year EDIB Strategy which includes 10 key strategic aims to help us reach our overall goal to be recognised as an employer of choice and an inclusive, supportive social landlord.

Our current Corporate Plan outlines three main aims:

- Building Better Lives
- Building a Stronger Business
- Building Thriving Communities.

Our vision is that EDIB is a consideration in everything that everyone does within Community Housing. We want our colleagues, customers and stakeholders to feel included and for their differences to be recognised and valued. The EDIB Strategy will help us to ensure we are diverse and inclusive and that all colleagues are treated with respect and, ultimately, we reach greater equality – including gender equality, for all.

2022 also saw the launch of a new “People Strategy”, containing six key themes. Within the theme of “Talent Acquisition and Retention” there is a commitment, within the next 5 years, to review our colleague proposition and ensure we can become an employer of choice.

Our snapshot gender pay gap results, taken in April 2022, show that the mean figure for women is 24.6% lower than for men which equates to a 0.9% percentage point increase from the previous year. Whilst this is disappointing to report, the increase was to be expected as 2022 saw an incremental pay award applied to all colleagues. We recognise and acknowledge that this system disproportionately benefits our male colleagues and previous gender pay gap calculations have taught us that our pay gap will increase in a year (applied every 2 years) when increments are awarded. The Corporate Plan confirms that considering the incremental pay structure is part of the colleague proposition review.

We know that the introduction of a new pay structure will deliver some realignment and work towards reducing the gender pay gap. We recognise that in isolation, the pay structure will only focus on one important aspect; and we need to implement a range of activities to address a gender pay gap that we feel is too large. The first step in improving a gender pay gap, is to acknowledge that we are not where we want to be. We need to have clear strategies and plans in place to address this, which are outlined below.

1. **Equality, Diversity, Inclusion & Belonging (EDIB)** – the strategy will support our objective that we are a diverse and inclusive workforce, representative of the

communities we serve; nurturing and creating an inclusive culture for all colleagues to be treated with respect and ultimately, reach greater equality – including gender equality, for all.

2. **People Strategy (2022-2027)** – incorporates a refresh and reframe of our approach to attracting the right talent, succession planning and futureproofing workforce planning; health and wellbeing; providing colleagues with a strong voice; and realising their full potential. Creating the right culture, a competitive colleague value proposition and work towards One Team – The Community Way.
3. **Attracting and Retaining Female Talent** – we plan to proactively ‘go out’ to market to attract females into our property services directorate from apprenticeships through to senior manager appointments and aim to encourage women to take up opportunities for sponsored academic qualifications and formal learning, taking advantage of professional development opportunities.
4. **Monitoring** – we will monitor and report our employee diversity statistics on a quarterly basis capturing age, ethnicity and gender. We will proactively review our recruitment practices, leavers and internal appointments to identify any barriers and take action where and as appropriate.
5. **Learning and Development** – we seek to attract more female applicants and provide a flexible approach to supported learning to help us retain the best people. We will regularly review our internal succession to identify and support our talent to grow through internal and external programmes. This will include programmes in Leadership, Chartered Institute of Housing Level 3 and apprenticeships.
6. **Culture** - we offer a range of flexible working arrangements that support all employees, regardless of gender, to help balance work and family life. We regularly review our working arrangements to make sure that when employees are promoted they can successfully fulfil their new job role whilst retaining a healthy work/life balance.

Overall, we acknowledge that, as a large employer in the Wyre Forest District area, we need to take a lead on EDIB and take more robust steps to reduce our gender pay gap.

I confirm the data reported is accurate and has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Matt Cooney
Group Chief Executive

COMMUNITY HOUSING

Gender Pay Gap 2022 Report Summary

The gender pay gap information looks at the difference in the total of all salaries paid to male and female colleagues on 5th April 2022.

No bonus payments were made in the 12 months up to 5th April 2022.

Gender Pay Split

Mean = 24.6%
Median = 29.8%



Our average (mean) gender pay gap is 24.6% and our median pay gap is 29.8% in favour of male colleagues.

The mean pay gap is calculated by adding up all the salaries for each gender, dividing by the number of colleagues and calculating the percentage difference between these figures.

The median pay gap is calculated by listing everyone's salary in order, selecting the middle number and calculating the percentage difference between these figures.

Pay Bands

We calculate a summary of quartile pay bands by listing all salaries in order and then splitting them into 4 equal parts, as required by the Government. Band A (predominantly female) are the lower hourly rates and band D (predominantly male) are the higher hourly rates.

Female - Male

A	71.7%	-	28.3%
B	77.1%	-	22.9%
C	45.9%	-	54.1%
D	32.4%	-	67.6%



Band A (lower hourly rates) roles include Grounds Maintenance Operatives, Care Workers, Cleaners and Administrators. Band D (higher hourly rates) roles are in areas such as Trades and Construction, Technical Support and Senior & Executive Management.