



YORKSHIRE
HOUSING

GENDER PAY REPORT 2017

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and valuing diversity within
our employee group.



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Yorkshire Housing is committed to equality and valuing diversity within our employee group. Our goal is to ensure that these commitments are embedded into our day to day working practices.

We will not unfairly discriminate in the recruitment of or general treatment of employees or customers on the basis of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex and sexual orientation or HIV status, caring responsibility or trade union activity.

Our ability to deliver responsive and appropriate services largely depends on the skills and capabilities of our colleagues. We have identified behaviours that we expect from our colleagues to embed our 'respect' value in all aspects of our work.

In 2016-17 we gained recognition as the region's best apprenticeship employer and as runner-up in the same awards in the national final. We also celebrated securing Investors in People gold a year ahead of schedule for the way we manage and develop colleagues.

Our 2020 Growth and Transformation plan sets a bold and clear vision, with more challenging targets, including the development of 3,000 more homes by 2021.

We offer our colleagues flexible working options including part-time working, compressed hours, job share, home working and flexible hours.

Roles in care and support have traditionally been lower paid positions to be competitive within this market and female workers can dominate these types of roles. A total of 33 per cent of our female workforce operate in this area.

Male workers have traditionally dominated roles within trade services. These roles often attract additional duties on-call and working overtime.

Part time workers have also traditionally been female workers with 38 per cent of our female workforce being part time compared to ten per cent of our male workforce.

We're pleased that within our senior leadership team 52 per cent are female and the membership of our board is 44 per cent female.

We are committed to creating opportunities, promoting diversity and reducing any potential gap ensuring that our colleagues are rewarded fairly for their contribution.



Mervyn Jones
Chief Executive



GENDER PAY GAP

Yorkshire Housing employs more than 250 people therefore it is required by Government regulations to publish details of its mean (average) and median gender pay gap.

Mean and median pay gap

Our mean gender pay gap is	7.5 per cent
Our median gender pay gap is	16.8 per cent

Quartile pay bands

Quartile	Males	Females	Split per cent
Lower quartile	110	94	54 : 46
Lower middle quartile	59	145	29 : 71
Upper middle quartile	94	110	46 : 54
Upper quartile	130	74	64 : 36

Bonus information*

Mean bonus gender pay gap	- 8.4 per cent
Median bonus gender pay gap	0 per cent
Percentage who receive a bonus - female	10.3 per cent
Percentage who receive a bonus - male	3.6 per cent

*Vouchers issued for recognition of individual performance





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