



YORKSHIRE
HOUSING

GENDER PAY REPORT 2018

We are committed to equality
and valuing diversity within
our employee group.



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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.

Our ability to deliver our services relies on the skills and capabilities of our workforce as well as the behaviours we expect of Yorkshire Housing colleagues. We have identified behaviours that we expect from our colleagues to embed our 'respect' value in all aspects of our work.

We are committed to equality and valuing diversity within our employee group and embedding these in our day-to-day working practices. We will not unfairly discriminate in how we recruit or treat 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.

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

Our gender pay gap has narrowed from that reported in 2017. During the past financial year, we moved away from delivering some care and support services, transferring these colleagues to organisations more specialist in this area. Roles here have traditionally been lower paid to be competitive within this market and 69 per cent of workers in this area were female.

Male workers have traditionally dominated roles within trade services, which our upper quartile figures reflect. These roles often attract additional duties on-call and working overtime. Eighty-eight per cent of our workforce in this area is male.

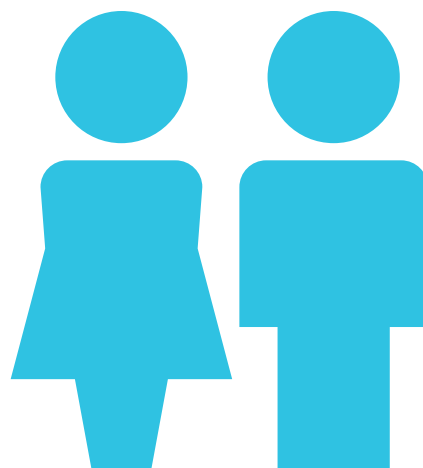
Part-time workers make up twenty per cent of our workforce. These workers have traditionally been female. Thirty six per cent of our female workforce is part-time compared to three per cent of our male workforce.

We are pleased to report that fifty per cent of our senior leadership team is female and the membership of our board and committees is 40 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 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	6.7 per cent
Our median gender pay gap is	13.8 per cent

Quartile pay bands

Quartile	Males	Females	Split per cent
Lower	81	73	53 : 47
Lower middle	57	97	37 : 63
Upper middle	79	75	51 : 49
Upper	100	54	65 : 35

Bonus information

Mean bonus gender pay gap	17.9 per cent
Median bonus gender pay gap	50 per cent
Percentage who receive a bonus - female	21 per cent
Percentage who receive a bonus - male	11 per cent

Yorkshire Housing recognises the hard work of its people and believes that colleagues who go above and beyond their normal responsibilities should be rewarded.

Managers award gift vouchers to these individuals for their performance. All colleagues are eligible. A total of 106 colleagues received vouchers. Of these, 63 per cent were female with an average award of £20. Male recipients received an average of £24.





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