



ForHousing



# GENDER PAY GAP REPORT

2023

# FOREWORD

**Advancing gender equity is a key strategic priority for us at ForHousing.**

Not only is it the right thing to do, it is also critical to ForHousing's long term success, by ensuring that we are attracting and retaining the best talent and that we are benefiting from the skills and experience of women at every level of the organisation. Championing equity, diversity and inclusion and increasing our representation of women and other under-represented colleagues at senior levels in the organisation remains a key commitment.

We aim to be recognised as an equitable employer, with a workforce that represents the diverse communities we work within. We continue to look for new ways to ensure our culture creates a sense of belonging for all our colleagues, and a working environment in which everyone can thrive.

We recognise there is still more we can do, and we are committed to holding ourselves accountable as we continue to progress our activity in this area.

**Mike Parkin**

**Chief Executive Officer**



## INTRODUCTION

From 2017, all organisations employing 250 or more employees have been required to publicly report their gender pay gap. The gender pay gap uses the hourly rates of men and women taken at a specific date (the 'snapshot date') and shows the percentage difference in earnings across the organisation between men and women.

Reporting specifically requires: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands.

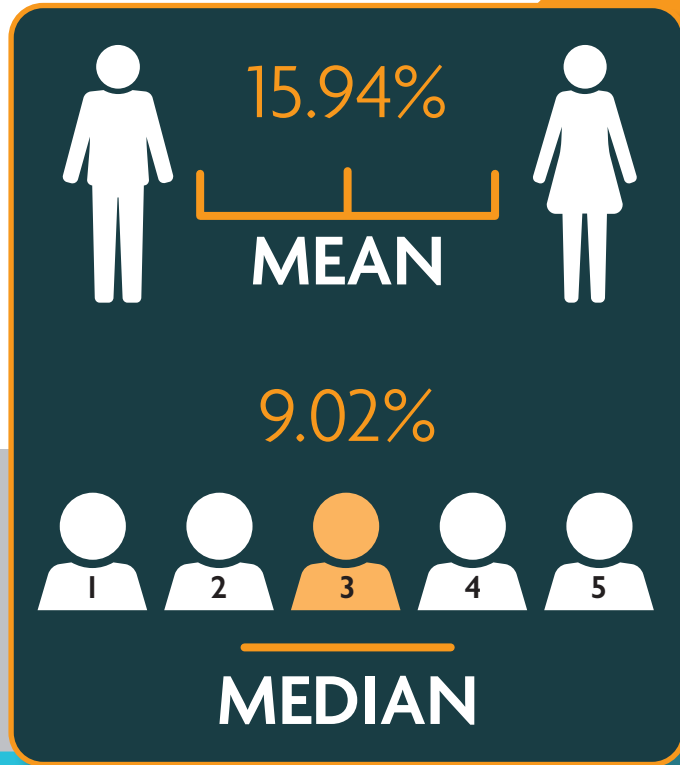
ForHousing's snapshot date is 5th April each year.

This report analyses our gender pay gap figures in more detail, makes comparisons with our previous reported data where relevant, and sets out what we are doing to reduce the gender pay gap.

# HEADLINE GENDER PAY GAP FIGURES

Our figures are shown below and are based on hourly rates of pay as of 5th April 2023 and bonuses paid in the same year.

AT A GLANCE



## The mean pay gap

is the difference between average hourly earnings of male colleagues and female colleagues.

## The median pay gap

is the midpoint in the ranges of hourly earnings of male colleagues and female colleagues.

*The mean gender pay gap in 2022 was 13.06% and the median gender pay gap in 2022 was 4.22%*

## WHAT DO THE FIGURES MEAN?

## WHAT IS THE SPLIT OF OUR WORKFORCE?

As of April 2023, our workforce comprised of:

**MALE**  
42%



**FEMALE**  
57%

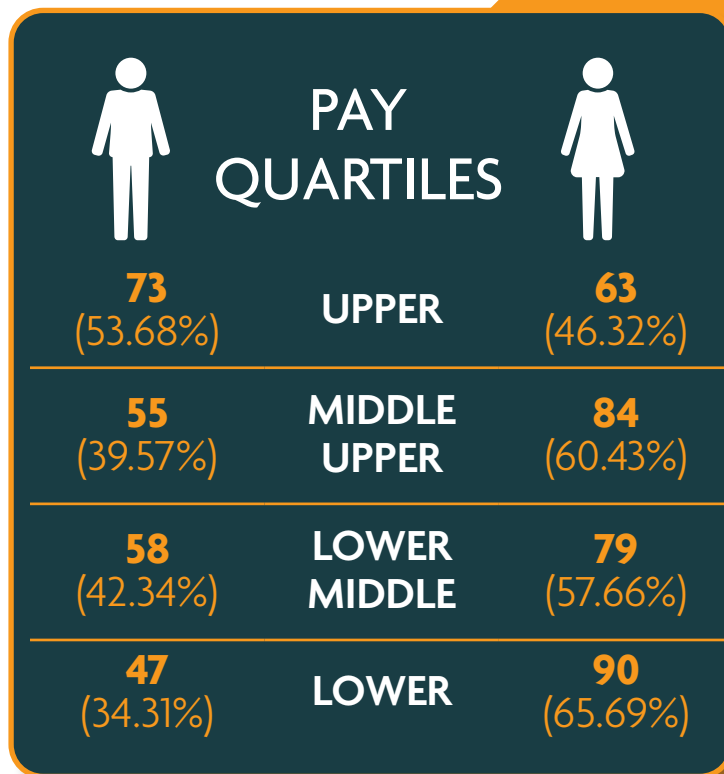
## The mean pay gap figure means

that on average, adding up the total pay and dividing it by the number of colleagues, females colleagues are, on average, paid 15.94% less than our male colleagues.

## The median pay gap figure means

that presenting all female colleagues pay together in order and all male colleagues pay together in order and comparing the middle range or each, our female colleagues are paid 9.02% lower than the median for our male colleagues.

# PAY QUANTILES BY GENDER



The infographic on the left shows the proportion of male and female colleagues split into quartile bands based on their ordinary pay. The distribution of salaries is used to divide the range into four segments of equal size to get each quartile. The median is the middle point of the data set.

## Bonus pay

The bonus pay gap looks at all bonuses paid in the 12 months prior to the snapshot date and the proportion of men and women who received a bonus in 2023.

The mean gender pay gap for bonus pay is 45.33% lower for female colleagues than male colleagues and the median gender pay gap for bonus pay is 0%.

Bonus pay includes payments made in connection with performance, cost of living payments and annual bonus paid in this year

*The figures have been calculated using standard methodologies used in the Equality act 2010 (Gender Pay Gap Information) Regulations 2017.*

## UNDERSTANDING OUR GENDER PAY GAP

**This year 63% of our leavers were female, of which 6.5% were higher paid (upper quartile).**

This has contributed to the worsening mean and median figures and negatively impacted upon our gender pay figures. We also continue to see an over-representation of male colleagues in senior roles and therefore on higher salaries.

# MOVING FORWARD

We are prioritising all decision making in line with our job family and salary banding project, so that we can be confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work.

Our focus remains on developing and hiring more female colleagues into senior roles across the organisation.



## DATA AND INSIGHT

We shall continue to focus on improving the way we gather, monitor and utilise data through:

- Publishing data on recruitment, retention and progression to show our progress
- Using our data to inform our activities and initiatives, including positive action initiatives where appropriate
- Using the data we gather as key insight as part of our Inclusive Decision-Making Framework
- Undertaking communications campaigns to encourage colleagues to share their personal details and demonstrating what we do with this information.



## ACCOUNTABILITY

Senior leaders will continue to take accountability for inclusion and activity that can reduce our gender pay gap by:

- Ensuring Executive buy-in and sponsorship for key inclusion projects and goals
- Undertaking EDI analysis of strategic measures to identify and work to address any differences in experience or outcomes
- Contributing to and participating in development schemes, such as mentoring, to role model continuous learning.





## CHANGE PROCESSES

Managers and teams will take responsibility to improve processes and encourage greater representation by:

- Being transparent and fair in reward and recognition
- Implementing our job families and salary bands to ensure standardisation and parity between roles
- Providing support and guidance on career pathways
- Working with suppliers and ensuring commitment and compliance with inclusion goals.



## HR AND RECRUITMENT

To increase fairness in recruitment practices we will:

- Review all job adverts and role profiles to remove gendered language and other potential barriers for under-represented groups
- Train hiring managers on EDI in relation to recruitment
- Increase the use of diverse interview panels for recruitment and scrutiny processes
- Use data to support managers and teams to attract talent from under-represented groups
- Deliver a strategic pay review for frontline and customer service areas, to help improve retention
- Undertake an intersectional analysis of pay gaps at ForHousing to further understand any issues.



## INCREASING UNDERSTANDING

We all have a role in raising awareness and understanding of inclusion and will:

- Ensure EDI training is undertaken by all colleagues and further development opportunities are provided
- Provide EDI training and development for major suppliers
- Establish colleague inclusion networks to elevate the voice of colleagues and engage them in solutions
- Provide opportunities for mentoring and allyship.



# DIRECTOR STATEMENT

This report has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and I can confirm that the report and data provided in this report is accurate and in line with mandatory requirements.

Nichola Hembury  
Director of People

