



# Gender Pay Gap Report

for Progress Housing Group

Snapshot date 5 April 2023 | Report date November 2023

# Introduction

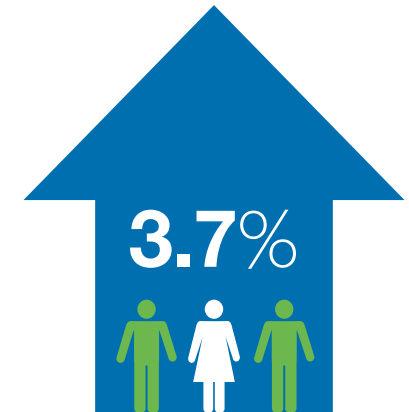
Progress Housing Group is a diverse and inclusive organisation that employs talented people from various professions who share our vision of improving lives across the network of our schemes. We value equality and diversity in everything we do and foster a culture of pride and belonging among our employees.

All companies with more than 250 employees are required to report their gender pay gap data. As of 5 April 2023, Progress Housing Association Ltd was the only organisation within Progress Housing Group with over 250 employees and was subject to that requirement.

The data set out below presents Progress Housing Association Ltd's gender pay report data for 2023, as required by the regulation. However, beyond the legal obligation, we also pay attention to the gender pay gap across the entire Group.

We have a consistent pay and grading system that evaluates jobs and sets pay based on their value, regardless of the employees' gender in those roles. We offer the same employment terms and conditions to both male and female employees, and we support all employees to work flexibly and access enhanced family-friendly benefits. This reflects our commitment to reward people fairly for their contribution, without any discrimination based on gender or other protected characteristics.

We hire people based on their ability to perform the job. We are confident that our gender pay gap data is mainly due to the unequal representation of a specific gender in certain roles rather than any other factor.



Number of employees within the Group has increased by a further 3.7% from 2022 to 2023



Group mean pay gap  
(remains the same as 2022)



Group median pay gap  
(increased from 10.8% in 2022)

# Statutory reporting

From a statutory reporting perspective, Progress Housing Association Ltd's gender pay gap report for 2023 reveals a mean pay gap of 8.6%, which is higher than the 7.2% in 2022), and a median pay gap of 10.9%, which is unchanged from the previous year.

Since 2022, we have seen an increase in males within the upper quartile, which has contributed to the increase in

We do not pay bonuses except for recognition payments and long service awards. So, the typically small numbers of individuals who receive payments that fall within the bonus calculation can lead to larger variances than you would see in an organisation with performance-related pay.

**↑ 8.6%**

**Mean pay gap**  
(up from 7.2% 2022)

**↔ 10.9%**

**Median pay gap**  
(remained at 10.9% 2022)

**↑ 65.5%**   **↓ 34.5%**

**Upper quartile**

**↑ 53.1%**   **↓ 46.9%**

**Upper middle quartile**

**↑ 30.1%**   **↓ 69.9%**

**Lower middle quartile**

**↑ 39%**   **↓ 61%**

**Lower quartile**

**↑ 43.7%** 2023

**Mean bonus gap**  
(up from 10.9% in 2022)

**↑ 66%** 2023

**Median bonus gap**  
(up from 23.3% in 2022)

**↑ 5.4%**   **↓ 5.4%**

**Percentage receiving a bonus 2023**

# Gender and pay quartiles for Progress Housing Group

We pay attention to the gender pay gap across the entire Group beyond the legal obligation to report it. The statutory report only shows a snapshot of the pay gap at a certain point in time, but we need to look at the bigger picture and the underlying causes of the gap.

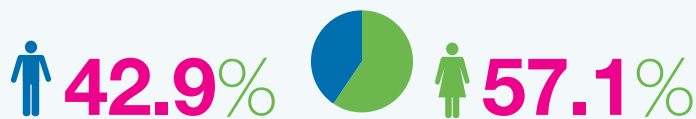
The mean pay gap for the whole Group is 6.9%, the same as the previous year. The median pay gap is 14.8%, higher than the 10.8% in 2022. The Group has grown by 3.7% in the number of employees, with both men and women increasing. Women comprise 57% of the employees (449), while men comprise 43% (337). The pay gap is influenced by the roles and salaries of the new employees, as well as any internal employee changes and departures within this reporting period.



Additional male employees  
from 2022 - 2023



Additional female employees  
from 2022 - 2023



The Group employee ratio 2023

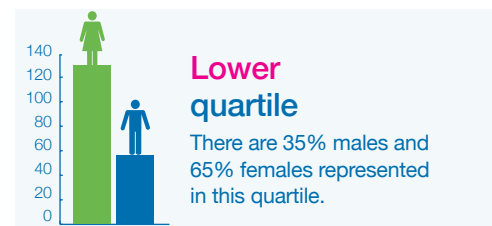
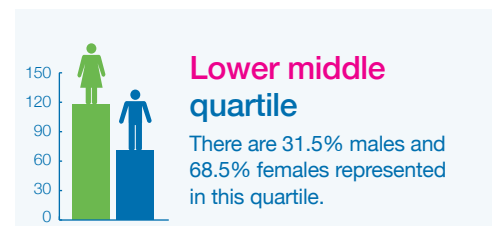
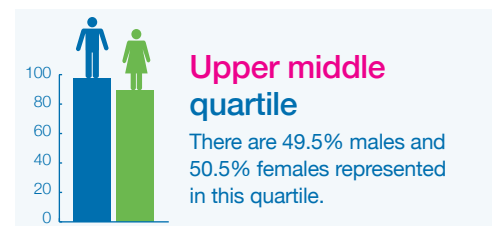
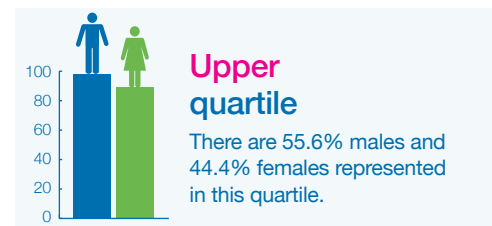
Organisations must report the percentage of men and women in each pay quartile as part of the gender pay reporting requirements. This is done by ranking the full-pay relevant employees from the highest to the lowest paid and splitting them into four equal groups (quartiles). Then, the proportion of men and women in each group is calculated. The data below shows the number of men and women in each quartile on 5 April 2023.

The main factors that affect the gender pay gap this year are:

Fewer women in the upper quartile roles, which are now filled by men, increasing the share of men in the highest-paid group by 3.7%.

More women in the lower and lower middle quartiles.

Our growth over the last year has been in our Technology Enabled Care Service, which has historically attracted a higher proportion of women.



# Gender and pay quartiles for the Group

Whilst males and females are paid the same for the same roles in line with our grading structure, individuals will move to different incremental points or scales within our grading structure, depending on the time in the role and as part of the annual pay review process. As a result, depending on when an individual starts in a position, they may find themselves at a higher or lower incremental point than their male and female peers in the same role. As pay is connected to the individual's time in a grade, our pay gap may be influenced by the number of females or males at the incremental entry points of each grade versus the number at the higher incremental points each year.



**Lower quartile**

Average hourly pay



**Upper middle quartile**

Average hourly pay



**Lower middle quartile**

Average hourly pay



**Upper quartile**

Average hourly pay

# Gender and bonus payments for the Group

The bonus gap between men and women in the Group has changed significantly in this reporting period. The mean bonus gap is now -4.5%, compared to 35.9% in 2022. 52 employees received a bonus in 2023, only 36 employees received a bonus in 2022, and 663 received a bonus in 2021. The median bonus gap in 2023 is 62.5%, compared to 27.5% in 2022. The Group does not usually pay bonuses, except for Concert Living, so the small number of bonus recipients can cause large fluctuations in the bonus gap, unlike an organisation with performance-based pay.

The bonus gap for the Group is -£33 for the mean and £417 for the median. The bonus calculation includes one-off financial recognition payments and long service awards. Concert Living has a different bonus scheme that pays higher bonuses to a small group of employees (one man and two women) than the rest of the organisation. If we exclude Concert Living employees, the mean bonus gap is 42.3%, and the median bonus gap is 57.2%. This difference is due to more women receiving long service awards in this year. The Group has to show the number of men and women receiving bonuses in the reporting period and the mean and median gender pay gaps in bonus payments. The Group's numbers may change a lot because it does not have a regular bonus scheme, and the bonus payments include awards for long service and special recognition.



**Mean bonus gap for the Group 2023**  
(down from 35.9% in 2022)



**Percentage of females receiving a bonus**  
2022 to 2023



**Median bonus gap for the Group 2023**  
(up from 27.5% in 2022)



**Percentage of males receiving a bonus**  
2022 to 2023



**Mean bonus variance gap 2023**

# Activity and commitments for the Group

The Gender Pay Gap Report is one of a several data sets we can use to better inform the Group's equality and diversity agenda and highlight where we could be more inclusive and diverse.

Whilst we can take some immediate actions in terms of process and practice to reduce our pay gap, the results of these measures may not be evident for some time. In other words, this is a longer-term strategy and commitment to change by the Group. Some recent activities and areas of focus are noted below.

The Applicant Tracking System (ATS) now supports inclusive recruitment practices through features like Blind Recruitment Mode and gender-neutral job postings. These enhancements aid in mitigating unconscious bias, promoting gender diversity, and providing insights into recruitment metrics to help close the gender pay gap.

The Menopause toolkit is now accessible to all colleagues. It assists managers in supporting people going through the menopause in the workplace, as well as providing colleagues with information and signposting to possible support options.

Our four colleague networks, Pride in Progress, Carers Together, Meno Movers and Roots, continue to connect colleagues, provide the opportunity to share experiences and increase confidence in leading conversations about equality, diversity, inclusion and belonging.

The Equality Impact Assessment (EIA) demonstrates we have considered our strategies and policies and that they are fair and do not disadvantage any protected groups. Supporting guidance and an e-learning package has been developed to support this activity.

## Future activity into 2024

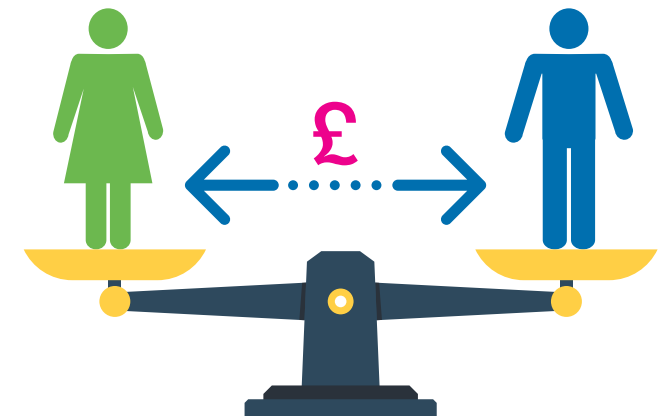
We will continue to review our recruitment practices, ensuring they are values-based; the candidate's values, behaviours and attitudes align with the values, culture and expectations of our workplace.

Our Brighter Futures programme allows young people to work with us in fully paid six-month job placements, a great opportunity for some of our tenants to gain confidence, learn new skills and boost their CVs. Providing these types of development opportunities will continue to be a focus for us.

We are now in the third year of the innovative Project SEARCH programme, providing internship opportunities for young autistic people or those with learning disabilities. Each placement aims to provide valuable work experience and opportunities to develop their skills and gain confidence in their abilities.

We encourage women to apply for roles traditionally in our society performed by men and encourage men to apply for roles traditionally in our society performed by women. Some examples of these are property services, trades and care roles.

Regular employee engagement surveys will continue to take place; our 2023 survey had a 73% response rate and an employee engagement index score of 77%. Listening to our colleagues and taking action where required, we strive to make this an even better place to work for all our colleagues.



# Ethnicity reporting

The House of Commons Women and Equalities Committee urged the government to make it mandatory for employers to report on the pay gap between workers from different ethnic backgrounds by April 2023. This was to help tackle the pay inequality based on ethnicity. The government did not make it mandatory but gave some guidance in April 2023 on how to report on ethnicity pay.

[Ethnicity pay reporting: guidance for employers - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/guidance/ethnicity-pay-reporting)

The Group's ethnicity pay report for the reporting period is below. It followed the same method and data set as the gender pay gap report.

The Group has 25 employees who have disclosed that they belong to the global majority group, which is 4.1% of the workforce. The average pay gap between the mean and median is 4.6% and 0.0%. Global majority refers to people in the world who do not consider themselves or are not considered white, representing over 80% of the world's population.

The number of employees who have not shared their status has increased. We do not hold data for 22.4% of employees, so we will actively seek opportunities to increase the data.

We remain extremely committed to our equality, diversity and inclusion principles which help us to be an attractive and fair employer. We will continue to encourage people from a range of ethnicities to work with us and keep improving representation across the organisation. With a sample size of 4.1% of the workforce, small changes can significantly impact the annual figures.

## Group ethnicity pay gap

4.6%

Mean pay gap 2023

0.0%

Median pay gap 2023

4.1%

Employees within the wider Group who identify as global majority (25 who have disclosed).

3.9%

Upper quartile

3.9%

Upper middle quartile

5.9%

Lower middle quartile

2.6%

Lower quartile

Collecting, analysing and publishing data on ethnicity pay is only the first step in addressing the pay disparities and promoting equality and diversity in the Group. It is important to use this data to identify the areas where the Group can be more inclusive and diverse and take actions that will make a positive difference.





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