



Gender Pay Gap Report

for Progress Housing Group

Snapshot date 5 April 2020 | Report date March 2021

Progress Housing Group employs people with a range of skills in a variety of professions focused on improving the lives of people nationwide. All of the Group's activities are underpinned by our strong belief in equality and diversity, and we want employees to be proud to be part of their organisation.

Gender pay gap reporting is required for all companies with over 250 employees. On 5 April 2020, only one member organisation within Progress Housing Group employed more than 250 employees, Progress Housing Association Ltd. As with 2019, this includes a different employee profile to the one we have reported on in 2017 and 2018, which now excludes our corporate leaders, for example, and includes more of our front-line housing and support workers.

Whilst the data that follows shows Progress Housing Association Ltd gender pay reporting information for 2020, it is crucial that, outside of the regulatory reporting requirement, the focus should be on the gender pay gap for the Group as a whole.

The Group operates a pay and grading system against which jobs are evaluated, and pay is set. This is operated consistently irrespective of the gender of employees in roles. Male and female employees have the same terms and conditions of employment, and all grades of employees have equal access to flexible working patterns and enhanced family-friendly provisions. This is in line with our commitment to rewarding people fairly for the contribution they make, irrespective of gender or any other protected characteristic.

We continue to appoint based on someone's ability to do the job, and we are satisfied that our gender pay data is reflective of the under-representation of a particular gender in specific roles rather than any other reason.



Number of employees within the Group
has increased by a further 5% from 2019 to 2020



Gender pay indicators

Percentage variance of mean and median gender pay

From a regulatory reporting perspective, Progress Housing Association Limited gender pay reporting information for 2020 shows a mean pay gap of 11.2% (up from 9.7%) and a median pay gap of 12% (down from 13.5% in 2019). From a whole Group perspective, our mean pay gap was 9.2%, with a median pay gap of 13.5%.

↑ 11.2%

Mean pay gap increase 2020
(up from 9.7% 2019)

↓ 12%

Median pay gap decrease 2020
(down from 13.5% 2019)

9.2%

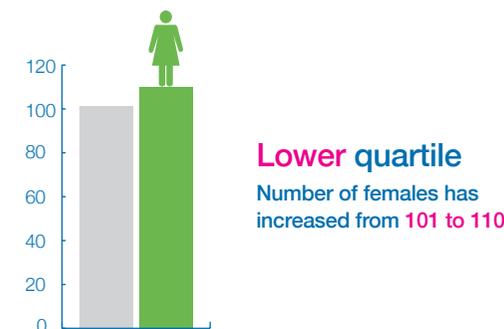
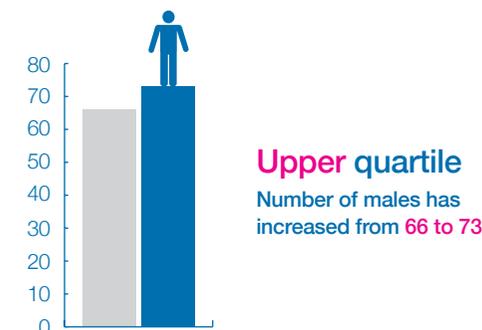
Whole Group Mean pay gap
(2020)

13.5%

Whole Group Median pay gap
(2020)

The numbers of employees within the Group has increased by a further 5% from 2019 to 2020. The roles and salaries of these new entrants will have an influence on the pay gap as well as any internal employee movements and leavers within this reporting period. The number of males in the upper quartile has increased (moving from 66 to 73), and the number of females in the lower and lower-middle quartiles has increased from 101 to 110 and 100 to 106, respectively. Although there were a number of females in roles that attracted higher salaries, there were a significantly larger number of females in roles that were paid lower than the average salary. We continue to see a higher concentration of females in certain roles and males in other positions across the Group. This concentration of females in lower-paid roles in the organisation appears to be driving our pay gap.

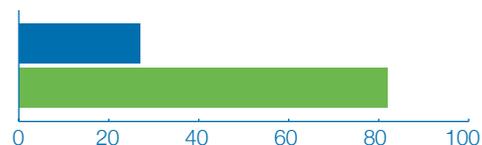
Whilst males and females are paid the same for the same roles in line with our grading structure, individuals will move to different incremental points or scales within our grading structure, depending on the time in the role and as part of the annual pay review process. As a result, depending on when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



Gender pay indicators

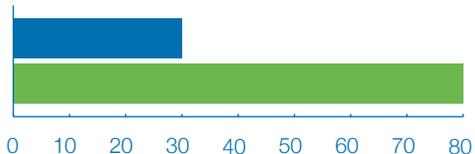
The proportion of male and female employees by pay quartile

Lower quartile



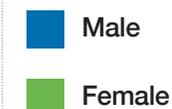
There are 27 males and 82 females in this quartile.

Lower middle quartile

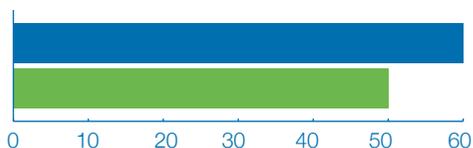


There are 30 males and 80 females in this quartile.

Key

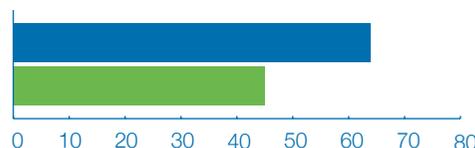


Upper middle quartile



There are 60 males and 50 females in this quartile.

Upper quartile



There are 64 males and 45 females in this quartile.



In total, there are 257 females employed to 181 males in this reporting period.

Gender pay indicators

Bonus payments

The difference between bonus earning for males and females.



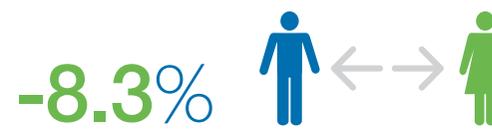
Only 5% of males (9) and 2.3% (6) of females received bonuses in this period.

Due to the small numbers receiving a bonus, it can lead to larger variances than you would see in an organisation that has performance-related pay.



The overall mean gender bonus gap is 11.4%.

This means overall males received £839 more in bonus than females.



The overall median gender bonus gap is -8.3%

Looking at the bonus pay gap for this period, our mean bonus pay gap has reduced, recognising the withdrawal of a bonus scheme in 2017 and now reflecting only those payments outside of base pay (e.g. long service awards and recognition payments). These payments affect a small proportion of employees. Of the recognition awards given in this period, all recipients were female.

The gender pay gap report is one of a number of data sets that can now be used 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 a longer-term strategy and commitment for change by the Group. We are clear that we have much to do, but progress is being made. Some recent activity and areas of focus are noted below.

Whilst recruiting males and females to non-traditional roles, we recognise we need to go further and question the value we place on different roles within the organisation and in society at large. We also need to actively challenge our perceptions of work that is traditionally perceived as gendered and the relationship with how that work is rewarded and recognised.

Recognising that the proportion of females employed in lower salary positions is far greater than males, we are reviewing both the extent to which we can attract and recruit employees of both genders to these roles. The development of a Group Recruitment and Selection Policy and an Equality, Diversity and Inclusion Policy earlier this year serve to remind employees of the Group's commitments and practices and their responsibilities in supporting an inclusive and diverse workplace. The Recruitment and Selection Policy aims to ensure a consistent approach, that employees are selected on their ability and that recruiting managers avoid discrimination in their attraction assessment, selection and decision-making processes.

The Group is now using a gender decoder for job advertising. Without realising it, we all use language that is subtly 'gender-coded'. Society has certain expectations of what men and women are like and how they differ, and this seeps into the language we use. This linguistic gender-coding shows up in job adverts as well, and research has shown that it puts women off applying for jobs that are advertised with masculine-coded language. The Group has revisited its online application form, removing identifying factors and specific candidate details to make it easier for recruiting managers to make objective decisions about a candidate's skills, experience and suitability for a role, and to lessen the risk of bias (whether conscious or unconscious) affecting the decision-making process. We have removed some questions and condensed the information requested, making it easier for candidates to complete online.

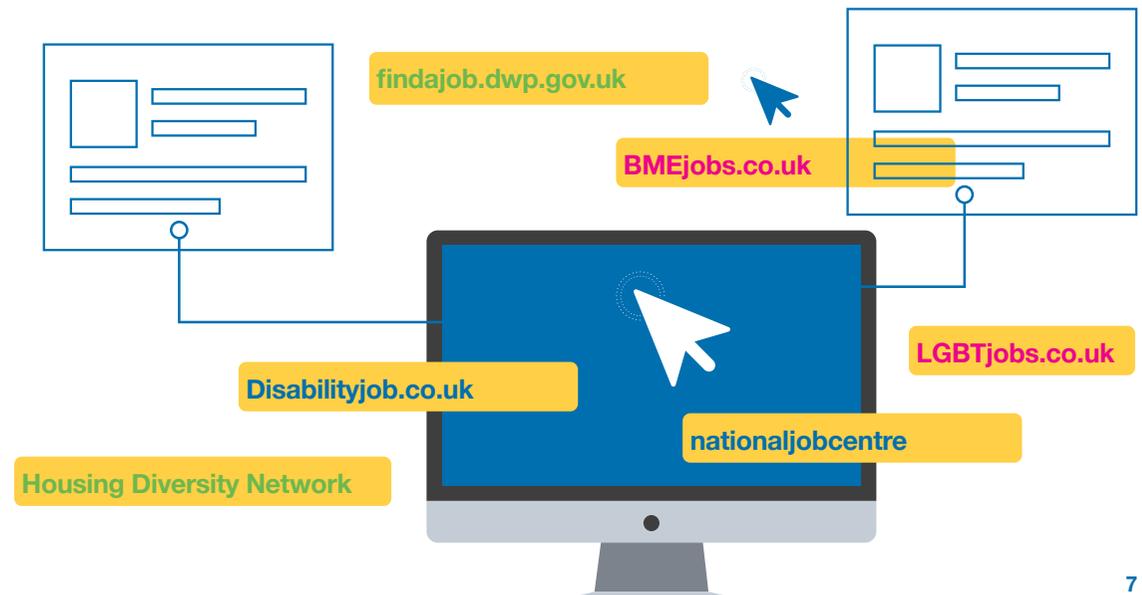


Activity and commitments

The Group aims to recruit from the widest possible pool of talent to attract and recruit people with diverse backgrounds, skills, and abilities to enhance the quality of service and contribute to the Group's success. With a particular focus on under-represented groups, we advertise in a number of diverse channels, specifically the Housing Diversity Network, LGBTjobs.co.uk, BMEjobs.co.uk, Disabilityjob.co.uk and findajob.dwp.gov.uk and the national Jobcentre online network. Working closely with our Progress Futures Team and supporting the government's Kickstart scheme, we promote opportunities to young people affected by the economic downturn, supporting them into work.

Outside of a review of general recruitment practices, the Group has conducted an internal survey of employees to understand how comfortable individuals are in sharing information about themselves, to hear their views on the Group's approach to diversity and inclusion and what we can do as an organisation to make it easier for colleagues to be open about their differences. Analysis has just been concluded, and results from this survey will be communicated shortly. We continue to monitor and analyse diversity information to ensure our processes are fair, transparent, promote equality of opportunity for all employees and do not have an adverse impact on any particular group.

The Group's Equality, Diversity and Inclusion Working Group has also increased its membership recently. We have run some development sessions aimed at this group to foster collaborative inquiry on Equality, Diversity, Inclusion and Belonging (EDIB) from the individual, team and organisational perspective; engaging in meaningful dialogue and deep exploration on EDIB and racism, providing participants with a common language for thinking about and discussing EDIB and increasing confidence in leading conversations on EDIB back into the workplace with team members. This is also an opportunity to reflect on those actions within our equality, diversity and inclusion action plan. Also, an LGBT network group, BAME network group and carers network group have recently formed, initiated by employees but sponsored by the organisation.



Requirements for gender pay gap reporting is likely to be followed by requirements for other pay reporting, including ethnicity. From 1 October 2018, consultation began seeking views on the benefit of such reporting, including what ethnicity pay information should be reported by employers to allow for meaningful action; who should be expected to report; and what help might they need. The consultation closed on 11 January 2019. A petition to introduce mandatory ethnicity pay gap reporting was launched in March 2020 and passed the 100,000 signature threshold required to be considered by parliament in June 2020. The government responded by stating that it was currently analysing the consultation responses and would respond by the end of the year. However, no response has been received, and the petition is still waiting to be debated.

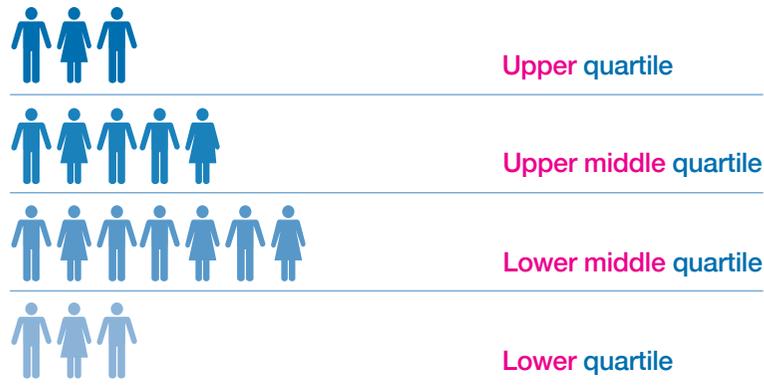
In the absence of a formal response, the Group's position about ethnicity pay reporting is below for the reporting period, noting that this may not reflect the reporting information that may actually be required from a statutory perspective moving forward. Here, the ethnicity pay gap shows the difference in the average hourly rate of pay between Black, Asian and Minority Ethnic (BAME) and non-BAME employees in an organisation, expressed as a percentage of average non-BAME earnings. This is calculated using the same calculation methodology for gender pay gap reporting. 3.5% of our employees within the wider Group identify as BAME (18 who have disclosed). The mean pay gap is 9%, and the median pay gap is 7.6%, respectively.

3.5%

Employees within the wider Group who identify as BAME (18 who have disclosed).

We are aware that collecting, analysing and publishing such data is only the beginning in identifying actions that will drive change in this area. As with gender, data sets such as this can better inform the Group's equality and diversity agenda and highlight where we could be more inclusive and diverse.

Pay positions in the company





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