



Gender Pay Gap.

REPORT 2019



www.futureshg.co.uk

Our Vision.

is to create “Great places. Quality Services. Inspiring Futures.”

As Futures Housing Group employs more than 250 people we are required to publish details of our gender pay gap based on our 5 April 2019 payroll figures.

Futures Housing Group is an innovative business which provides 10,000 affordable homes throughout the East Midlands. We own a social enterprise, a commercial development company and co-own a further education provider.

What is the gender pay gap?

The gender pay gap is a measure of difference between male and female earnings expressed as a percentage of male earnings.

UK companies with 250 or more employees have to publish their gender pay gap data under a new legal requirement.

What is the difference between the gender pay gap and equal pay?

The pay gap isn't the same as equal pay. Equal pay is when a man and women are doing the same job and therefore should be paid the same.

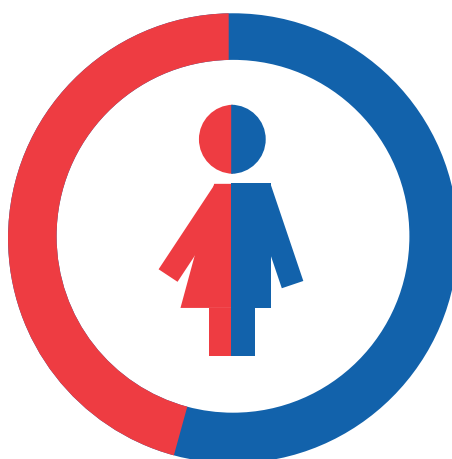
Gender pay is the measure of difference between average hourly earnings for men and women regardless of the nature of their role.

HERE AT FUTURES HOUSING GROUP

What does our data show?

47%

of our
partners
are female



53%

of our
partners
are male

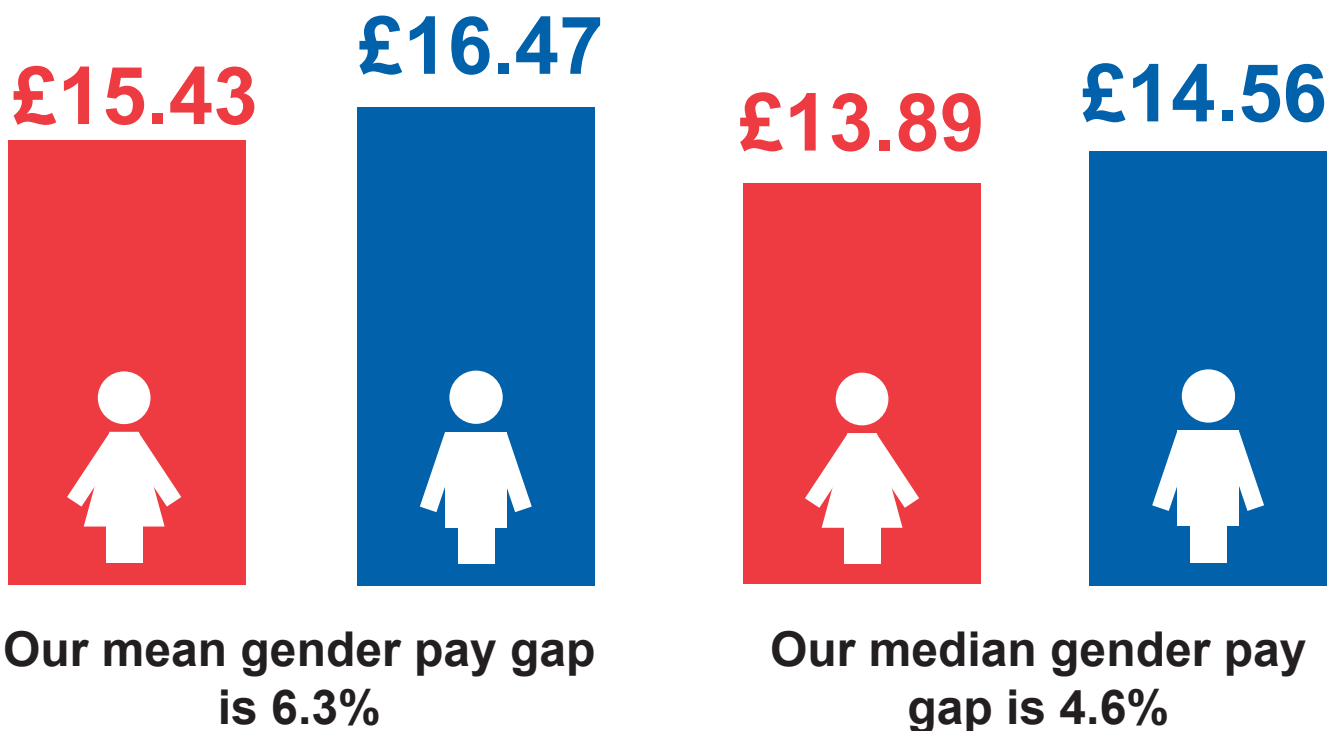


UK mean average gender pay gap in 2018 (based on ONS.gov.uk)



Our mean average gender pay gap

Hourly rate of pay.

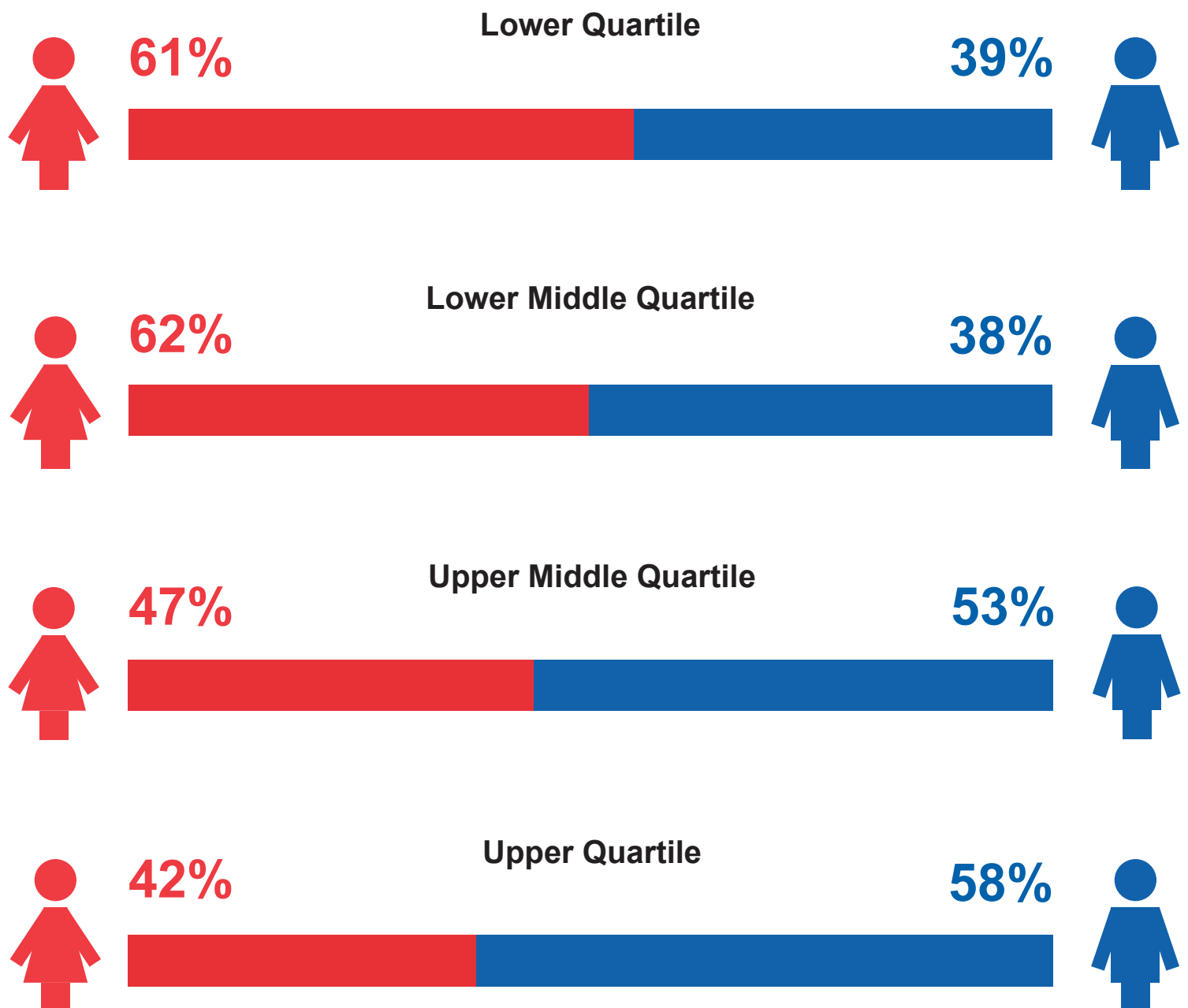


Pay Gap, Mean And Median

This is the difference in hourly pay of male and female as at the 5 April 2019. This is expressed as a percentage of the hourly pay of male relevant employees. This means that a positive number indicates men earn more than women; a negative number will mean the reverse.

Pay Bands.

How many men and women are in each quarter of Futures' payroll



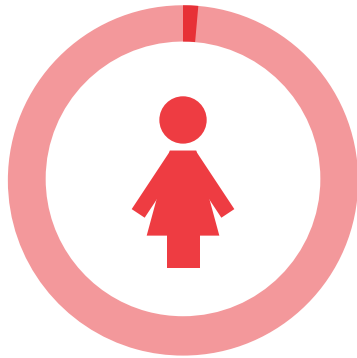
Quartiles

This shows the percentage of men and women calculated from lowest to highest hourly rate of pay, split into four equal sized groups.

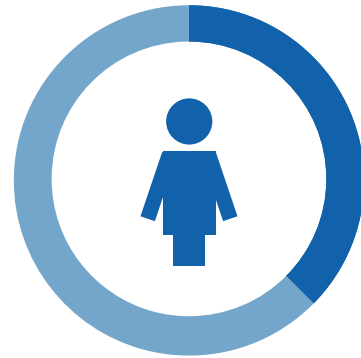
The above graphs shows the split of men and women in terms of pay quartiles. The results are that there is a higher proportion of women in the Lower quartile and Lower Middle with a slightly higher percentage of men in the Upper Middle and Upper quartile, however these figures have come down since last year with a more equal split.

Bonus Gap.

Who Received Bonus Pay

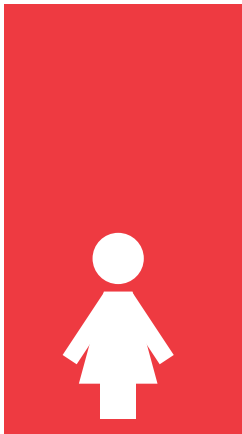


2.82%



35.9%

£7,542



£1,721



Mean Bonus

£5,000



£1,370



Median Bonus

Bonus Pay Gap, Mean and Median

This refers to the bonus pay paid to male and female relevant employees during the 12 months prior to 5 April 2019, expressed as a percentage of the bonus pay paid to male relevant employees.

Bonus pay includes any additional pay relating to productivity or performance. In our case, most bonus pay is in the form of the Performance Related Pay (PRP) scheme for our repairs team, who are predominantly male.

We do have other payments that are occasionally made on an individual and specific basis, for example to secure a temporary employee for the duration of their contract in addition some other bonus payments of which there were 8 in the 2018/19 Financial Year.

What we're doing about the gap?

Futures Housing Group has a proud history of investing in its partners. Award winning, innovative, passionate and enthusiastic about our work, we have talented partners to help us deliver our ambitious plans. We believe that arrangements for pay and benefits must be fair, open and transparent to ensure we recruit, retain and motivate talented individuals.

We're encouraged that our gender pay gap remains smaller than the UK average. This year we have seen an improvement with the gap diminishing by 1.7% on our mean average pay gap and by 5.8% on our median pay gap in comparison to the 2018 reporting. We continue to review the gap that exists in our organisation and encourage more inclusive opportunities to help our partners reach their potential and to attract new partners into our Group.

The key factor behind the Group's gender pay gap is the balance of men and women across specific functions. This year we have seen a slight increase of 1% female team members. Another factor continuing to impact our gender pay gap is our repairs team remain predominantly male and are the only recipients of a performance related bonus. Interestingly if we exclude the repairs team and greenscape from our gender split the organisation has a 69% female and 31% male split based on April 2019.

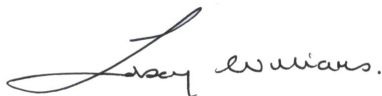
In 2019 we reviewed our arrangements for performance related pay, bonuses and other allowances to ensure they are fairly and transparently applied. We have now consulted with the repairs team to agree the removal of the performance related pay as of the 1st April 2020. In addition to this we have now introduced a market supplement payment to some of our roles that are based south of our region to ensure we can recruit and retain the right talent.

As a Group we meet all national pay standards and provide all our permanent partners with a salary at least in line with the UK Living Wage. We continue to benchmark our salaries against the UK Housing Sector every three years and are governed by a remuneration committee who set pay levels, terms, conditions and benefits at all levels.

We consider ourselves to be inclusive and encourage flexibility at work, including part time work. With the implementation of our agile working approach across the Group has encouraged more flexibility in how we work and helps us open up opportunities for existing and future partners.

We don't want to focus on purely reducing our gender pay gap figures as this will not help us achieve our aim of an inclusive, transparent and open approach. We continue to work with our partners to help understand these findings and explore solutions to offer equal opportunities for all and to achieve our aims.

I confirm the data reported is accurate.



Lindsey Williams
Chief Executive

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