

# 2019 GENDER PAY GAP REPORT



## WHO WE ARE

Citizen Housing Group is a not for profit organisation, providing over 30,000 homes to families across Coventry, Birmingham, Hereford, Worcester and the wider West Midlands. We are also a key housing developer across the region.



## Gender pay gap reporting

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires organisations with over 250 employees on 5th April 2019 to publish details of their gender pay gap and gender bonus gap. This is to show any difference between the average earnings of men and women, regardless of role or seniority.

Each organisation is required to publish data regarding their mean and median gender pay gap and gender bonus gap. The mean is the average pay, which is calculated by adding up all pay and dividing by the number of staff. The median is the middle value within pay, which is calculated by ranking all salaries in order from the lowest to highest and identifying the middle number.

In addition, organisations are required to publish the percentage gender distribution of staff within the four pay quartiles.

## Our gender pay gap

Our mean gender pay gap is 9.38%. Our median gender pay gap is 9.65%. Both these gaps have improved since we reported last year.

## Our gender bonus pay gap

Our mean gender bonus pay gap is 75.45%. Our median gender pay gap is 65.87%. Of the 108 staff in receipt of a bonus, 95 were male.

## Percentage of male and females in receipt of a bonus



## Our gender distribution by pay quartile

Our workforce is



When this is distributed into the four pay quartiles, the percentage split is as follows:

Quartile	% Men	% Female
Top	68.26%	31.74%
Upper Middle	53.04%	46.96%
Lower Middle	45.22%	54.78%
Lower	55.46%	44.54%

## OUR COMMITMENT

Citizen Housing Group is confident in having equal pay for work of equal value. Citizen does have a gender pay gap though, due significantly to the unequal distribution of men and women at the top pay quartile. Women are also under represented in technical and trade roles.

We are fully committed to close this gap and ultimately achieve pay neutrality. We recognise this requires a proactive approach to achieve this. We therefore have proactive measures in place, within a Pay Equality Action Plan, to:

- Stop women “getting stuck” at certain levels.
- Remove gender imbalance in promotions
- Ensure women are not just recruited to lower paid roles
- Review why women leave the organisation.
- Ensure equity in the pay package, including bonuses.
- Support gender equality in performance management.
- Support part-time employment.
- Support caring responsibilities.

**Citizen Housing Group will continue to build on these to fulfil our commitment to reach complete pay neutrality.**