



# Gender Pay Gap.

REPORT 2018



[www.futureshg.co.uk](http://www.futureshg.co.uk)

# Our Vision.

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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 2018 payroll figures.

Futures Housing Group is an innovative business which provides 9,000 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.

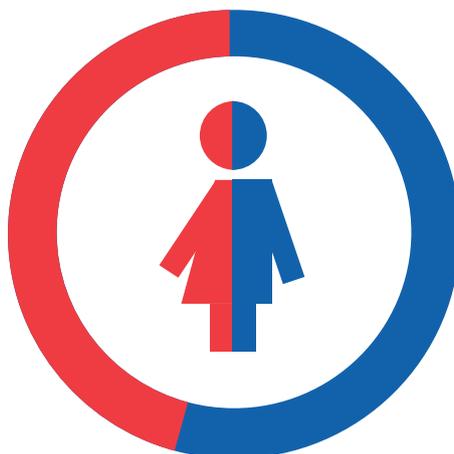
## HERE AT FUTURES HOUSING GROUP

# What does our data show?

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**46%**

of our  
partners  
are female



**54%**

of our  
partners  
are male

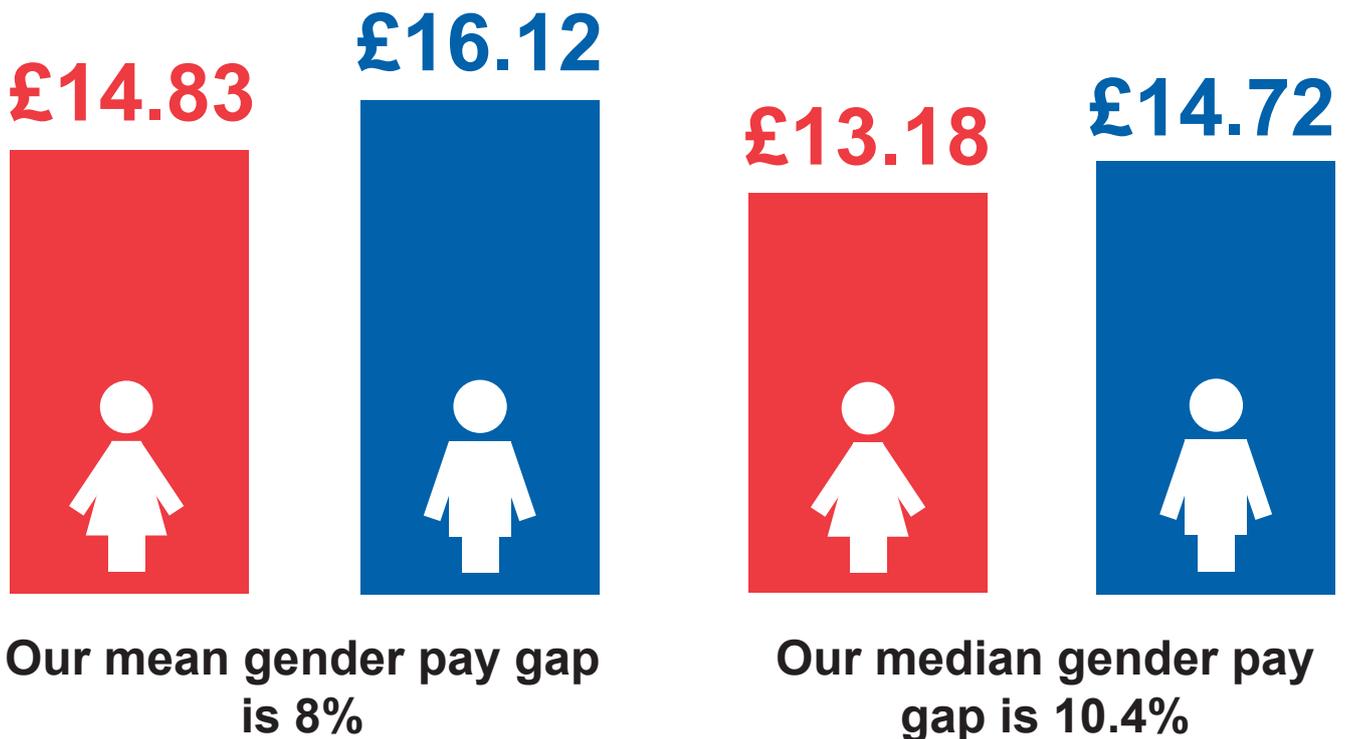


UK mean average gender pay gap in 2017 (based on ONS.gov.uk)



Our mean average gender pay gap

## Hourly rate of pay.

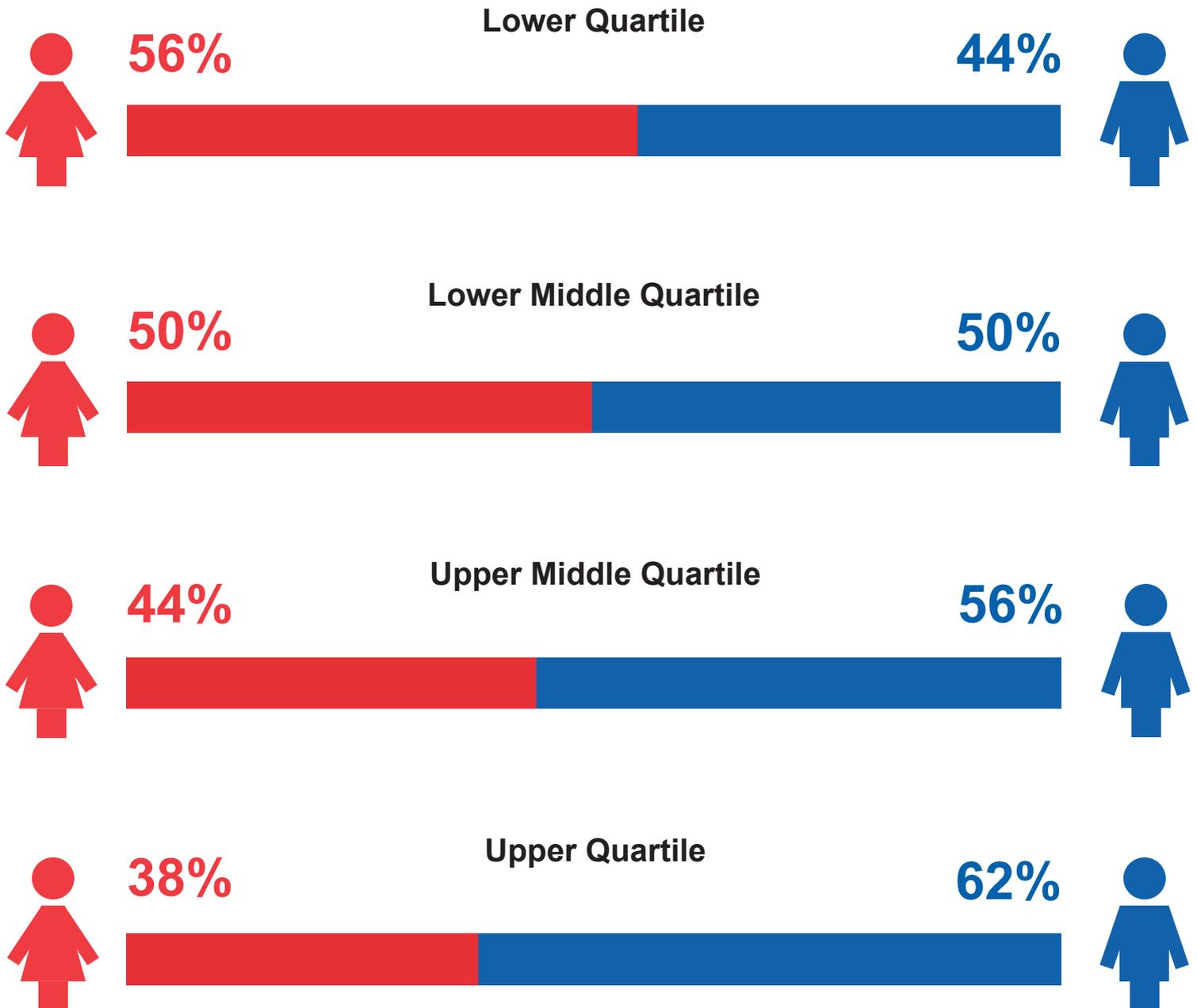


### Pay Gap, Mean And Median

This is the difference in hourly pay of male and female as at the 5 April 2018. 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.

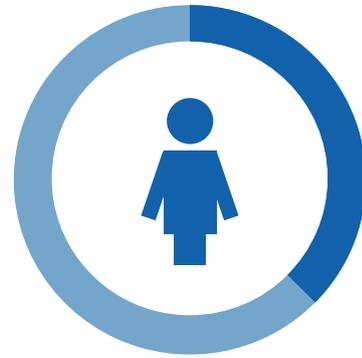
The above graphs shows the split of men and women in terms of pay quartiles. The results are that there is a higher proportion of women in the Lower quartile, equal split in the Lower Middle with a higher percentage of men in the Upper Middle and Upper quartile.

# Bonus Gap.

## Who Received Bonus Pay



1.56%



37.24%

£2,250

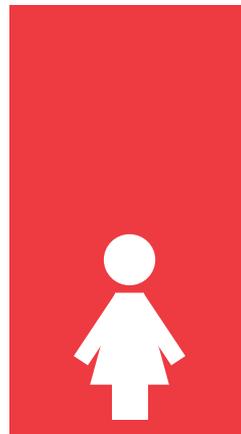


£1,272



Mean Bonus

£2,250



£1,048



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 2018, 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 all 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. There were 6 payments of this nature in the 2017/18 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. However we're conscious that our mean average pay gap has increased from 2017 by 1.3%. 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. A large number of female employees transferred out of the Group on 1 April 2018 which caused a 5% reduction in females employed at 5 April 2018. Another factor continuing to impact our gender pay gap is our repairs team remain currently all male and are the only recipients of a performance related bonus.

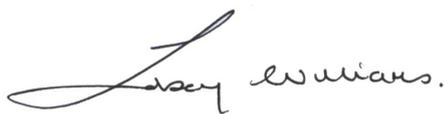
As a Group we meet all national pay standards and provide all our permanent partners with a salary at least in line with the UK Living Wage. We continue to benchmark our salaries against the UK Housing Sector every three years and are governed by a remuneration committee who set pay levels, terms, conditions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

In 2018 we reviewed our salary structure and benefits to ensure they are both consistent and competitive. In 2019 we are reviewing our arrangements for performance related pay, bonuses and other allowances to ensure they are fairly and transparently applied.

We consider ourselves to be inclusive and encourage flexibility at work, including part time work. In 2018 we implemented our agile working approach across the Group. This encourages 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

## Get in touch with us.



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