

ALLIANCE

Gender Pay Gap Report 2017



Alliance Homes
Group

Data published March 2018

What does this report cover?

This report sets out the gender pay gap and bonus pay gap figures for Alliance Homes Group. It also details how many male and female colleagues we have in each pay band.

We are a community based social housing provider operating in the West of England. We currently own and manage around 6,500 homes and employ 400 staff, have an annual turnover of £38 million and work in partnership with local, regional and national agencies to deliver our services.

As well as providing homes that are affordable in terms of rent and running costs, we also provide a range of support services to help individuals get the most out of life.

What is our average pay gap?

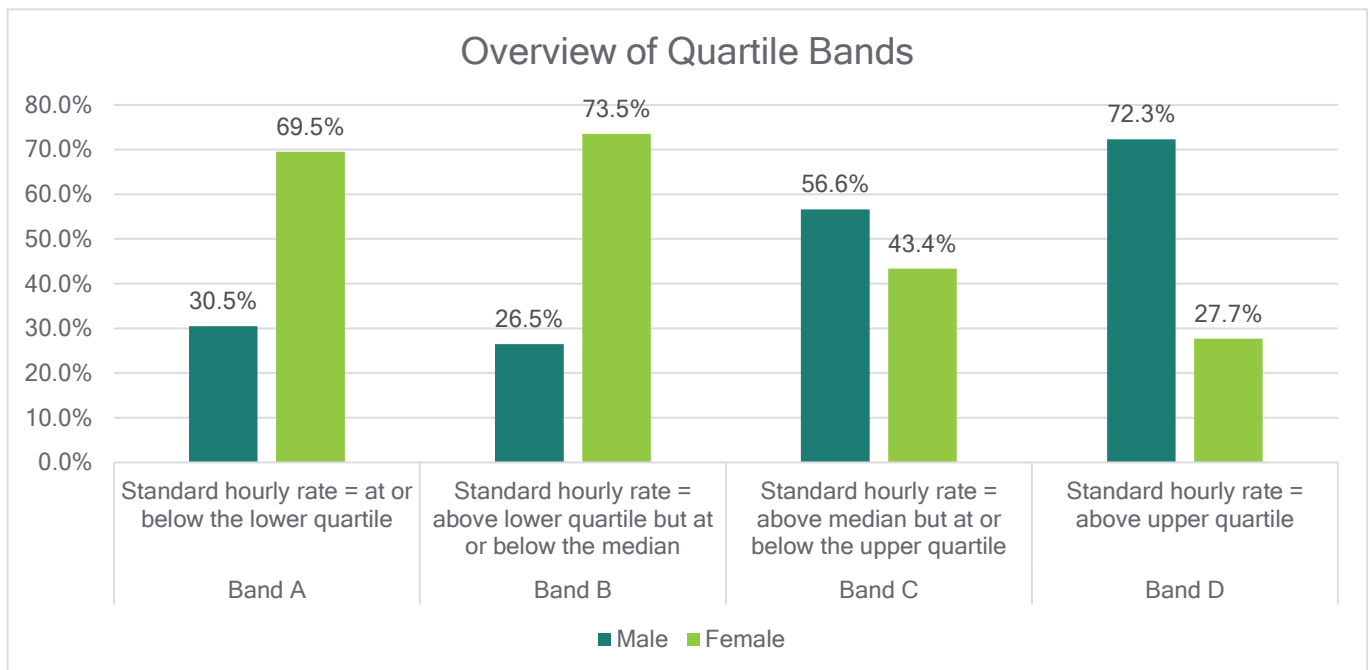
The mean is the average pay. It is calculated by adding up all the salaries and dividing by the number of colleagues. It is based on our payroll data from April 2017 and includes all full pay equivalent colleagues. Full pay equivalent colleagues are colleagues who are NOT on reduced pay due to sick or maternity leave.

Our mean gender pay gap is 17.4% in favour of male colleagues, compared to the UK average in 2017 of 9.1%.

The median pay gap is 24.2%. The median is the middle value in our pay and is calculated by ordering all salaries from low to high and picking the middle number.

Pay Bands

How male and female colleagues are split in the quartile pay bands is shown below



The graph shows that there is a higher proportion of women in the lower quartile bands A and B, whereas the higher quartile bands C and D have a higher proportion of men.

Bonus Pay

The proportion of males who received a bonus in the 12 months preceding April 2017 is 5.2%. The proportion of females who received a bonus in the 12 months preceding 5th April 2017 was 0.5%. The mean bonus gap is 53.2% and the median bonus gap is 54.3%.

One team within Alliance receives performance related pay bonus who are all male. Only 1 female received a bonus in the relevant period.

Understanding the data

At Alliance, we have 56.7% males and 43.3% female colleagues. 20.2% of women work part time, whereas 1.9% of men work part time hours. Over the past 12 months 91% of flexible working request were from females and 9% were from males.

We do not believe that our gender pay gap stems from paying men and women differently for the same or equivalent work. Rather it is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

We have a large repairs and maintenance division that is male dominated and a support service that is more female dominated. We have taken, and continue to take, steps to address these under representations in our business by looking at our recruitment methods and processes as well as job design and structure.

The aim of our Recognition and Reward Strategy is to create a culture of appreciation where everyone is motivated to perform at their best. We strive to offer fair, flexible rewards that are tailored to suit the needs of the individual.

We recruit solely on the basis of the applicant's ability and individual merit as measured against the criteria for the job and once in the post, will support colleagues to bring their AGAME each and every day.

We will continue to take steps to address our pay gap, led by the strong leadership of our Chief Executive, Louise Swain and her Strategic Leadership Team of which 80% are females, and have been recruited in the past six months and therefore are not reflected in the figures. More details about the leadership of Alliance and our commitment to Equality & Diversity can be found on our website.



Louise Swain
Group Chief Executive
March 2018