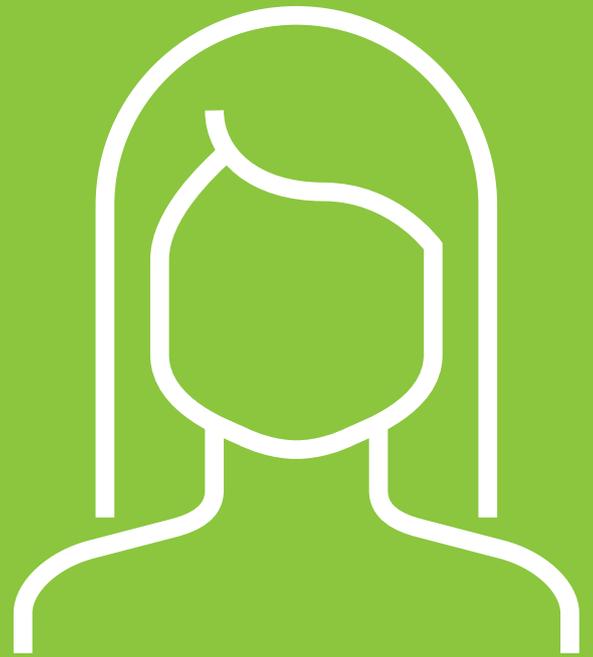
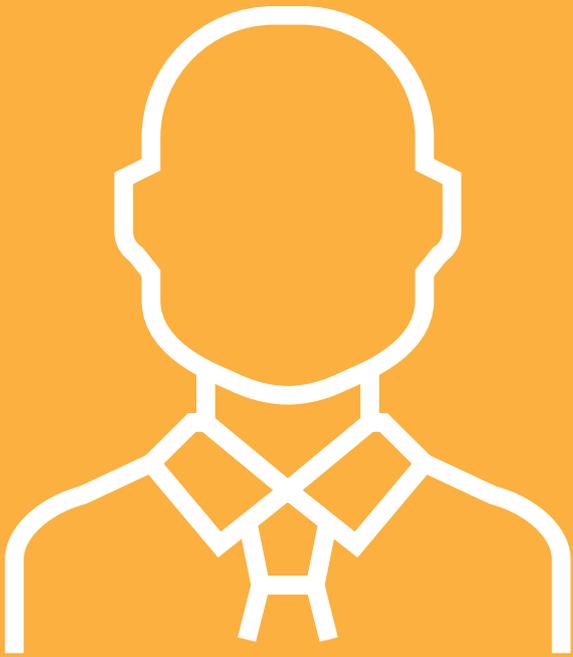
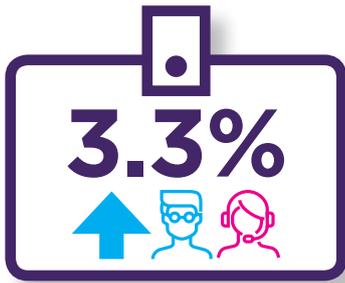


Gender Pay Gap

Highlights and Action Plan 2019

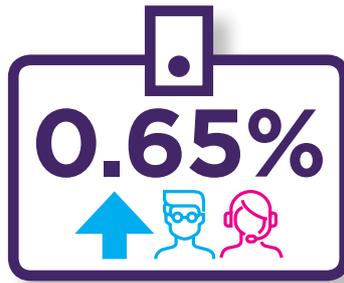


The mean gender pay gap is



Men earn a salary, on average, **3.3%** higher than women. This is a significant reduction from 2018 Waterloo figure of **9.37%** and 2018 Fortis figure of **11.4%**.

The median gender pay gap is



Taking the 'middle' salary, men earn **0.65%** more than women. This median rate represents a balancing of Waterloo's figure of **0.03%** and Fortis figure of **1.85%** in 2018.

The gender pay gap for bonus pay is



There is one role in the business eligible to receive a bonus payment and this role is occupied by a **female**.

Quartile Pay Bands

platform
housing group
2019



Quartile	MALE	FEMALES
Lower quartile	54%	46%
Lower Middle quartile	39%	61%
Upper Middle quartile	50%	50%
Upper quartile	50%	50%
Total	49%	51%



waterloo
housing group

2018



Quartile	MALE	FEMALES
Lower quartile	44%	56%
Lower Middle quartile	42%	58%
Upper Middle quartile	36%	64%
Upper quartile	50%	50%

Fortis
LIVING

2018



Quartile	MALE	FEMALES
Lower quartile	49%	51%
Lower Middle quartile	54%	46%
Upper Middle quartile	41%	59%
Upper quartile	67%	33%



How do we compare?

Mean Gender Pay Gap

Whole economy*	Platform Housing Group
16.2%	3.3%

*Source: ONS Gender Pay Gap figures 2019.

Median Gender Pay Gap

Whole economy*	Platform Housing Group
17.3%	0.65%

*Source: ONS Gender Pay Gap figures 2019.

This shows the Groups figures are significantly lower than that for the whole economy.

What Platform Housing Group is doing to address its gender pay gap?

We are pleased to share that Platform Housing Group's gender pay gap demonstrates notable strides in improvement on previous years figures and whilst the figures also compare favourably with the whole UK economy and the Housing sector. We remain committed to doing everything we can to further reduce the gap and provide an inclusive environment that supports people to work and develop successfully.

Platform Housing Group is taking proactive measures to reduce the gender pay gap. This includes a wide programme of long-term initiatives that promote and embed equality, diversity and inclusion into the way we lead and work day to day. We aim to do this through our:

Pay & Benefits

- The Introduction of a new pay structure and job evaluation methodology to ensure equal and consistent pay
- A commitment to annual reviews of pay and benefits against market rate benchmarks

EDI Diversity and Inclusion Strategy

- Our Diversity & Inclusion Strategy includes the development of a business-wide Diversity Champion Programme, expediting clear goals for positive change and developing a truly inclusive culture.
- Interrogating gender barriers and challenging stereotypes associated with certain roles within the Housing sector. This includes partnership working across the Group to promote internal and national initiatives such as International Women's Day and Women in Construction/Try a Trade day within our Property Care business.

Recruitment

- Undertaking regular reviews of our recruitment practices and internal promotions to ensure we are not indirectly attracting specific genders for certain roles. Also encouraging under-represented groups to apply for roles.
- Ensuring a non-discriminatory process that allows candidates to succeed based on merit and ability.
- Welcoming applications from those who have had career breaks or are looking to change career/re-train.



Agile Working

- Embedding agile working, ensuring that all our employees are able to work in a way that enables them to balance a successful career with their commitments outside of work. This includes formal arrangements such as compressed hours, job shares and informal arrangements such as working from home and flexible working hours.

Learning & Development

- Ensuring our range of Learning and Development resources are flexible and accessible to all. Remote/online access to our Learning and Development platform, The Academy, encourages colleagues to be curious and self-directed in their own learning.
- Partnership working with schools in the local communities to the Housing Sector as an attractive career choice.

Values & Vision

- Cultural development and the development of our Platform Values forms a key part of strengthening our workplace diversity. With one of our values being People Matter, making it explicitly clear that valuing difference is important to us here and plays a key part in achieving our vision.

Gender Representation

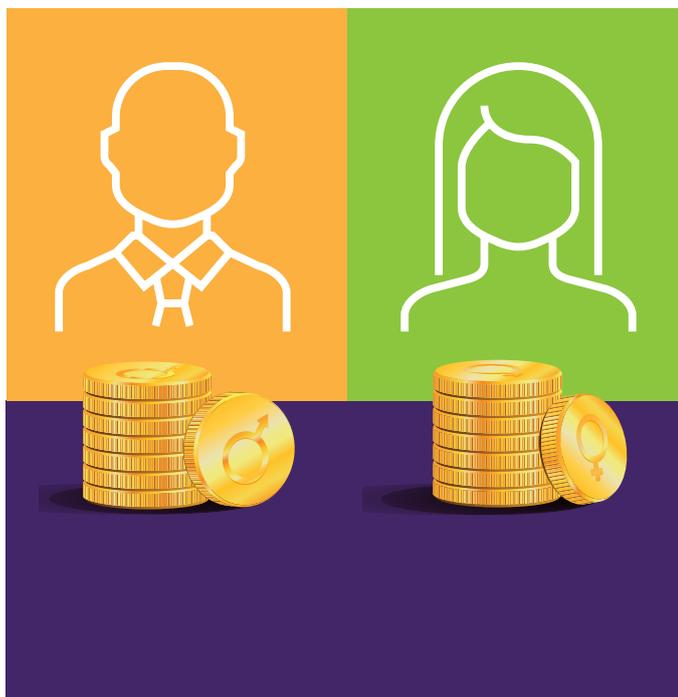
- Ensuring equal gender representation on decision making forums such as the People Platform. Our employee consultation group.

Health & Wellbeing

- Ensuring that the Health and Wellbeing Services reflects the gender specific needs of staff.

Professional/Management Development

- Personal Development training plans in place that help us create well-balanced and diverse management and leadership teams and also help us nurture future talent. Access to professional development is transparent and irrespective of gender.
- We are committed to making sure that everyone has an equal and fair chance of progression. We will identify and support talent across our business and tap into people's different perspectives to ensure that we can deliver a high quality experience for our customers.



Platform Housing Group continues to be committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. There is a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

The Group is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work.