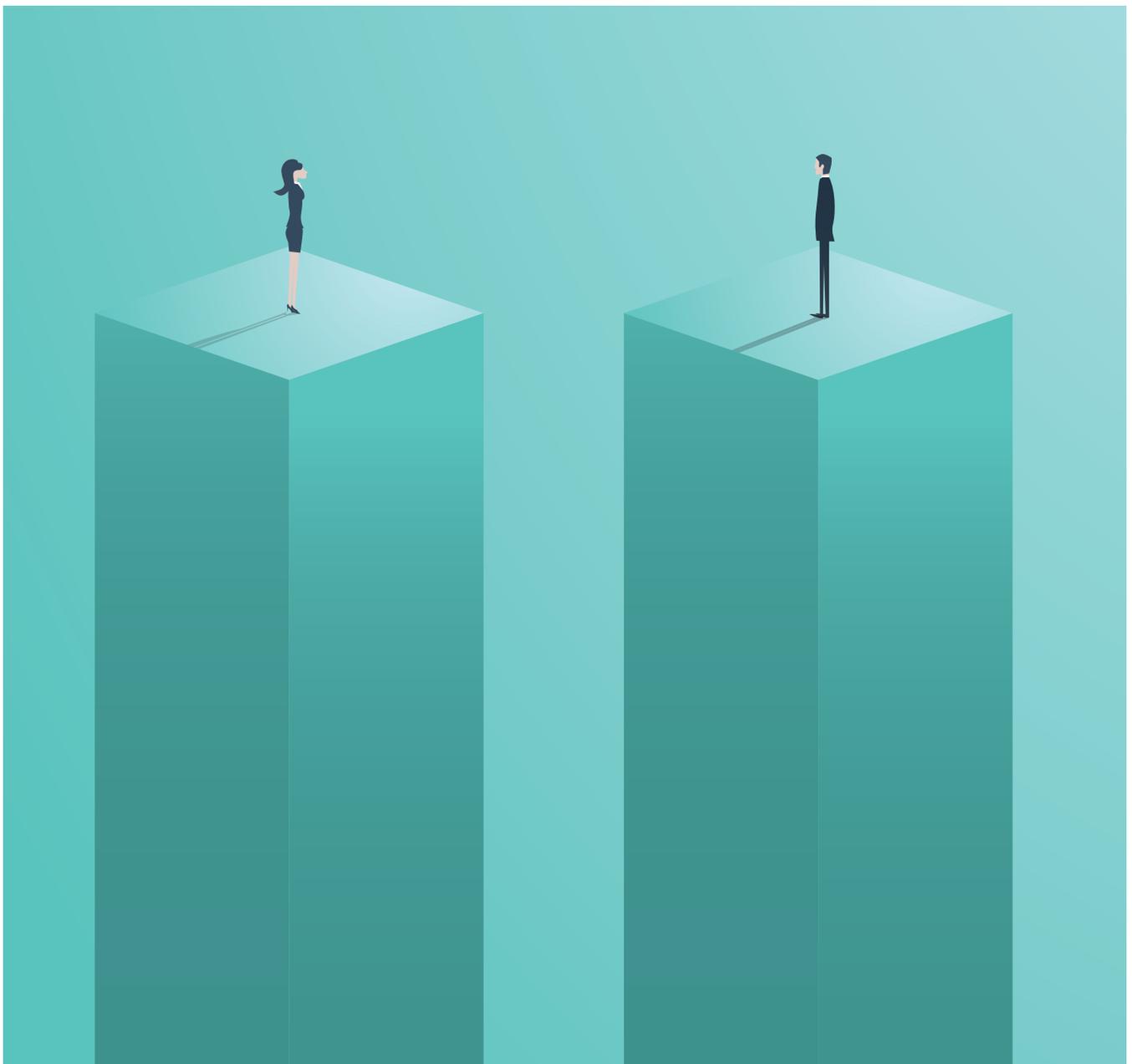




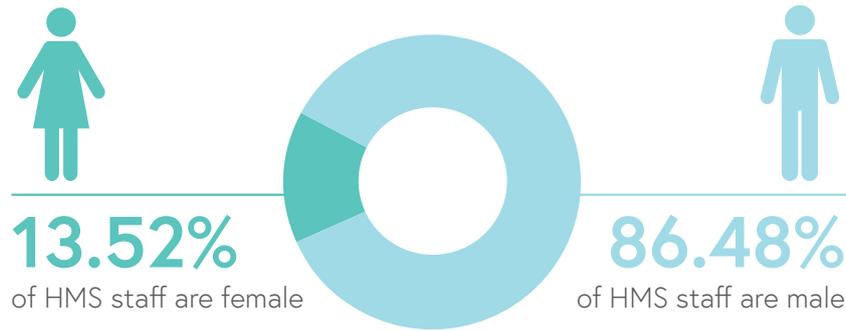
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Gender Pay Gap Report

March 2018



Housing Maintenance Solutions (HMS) is required by law to publish an annual gender pay gap report. This is our report for the snapshot date of 5 April 2017:



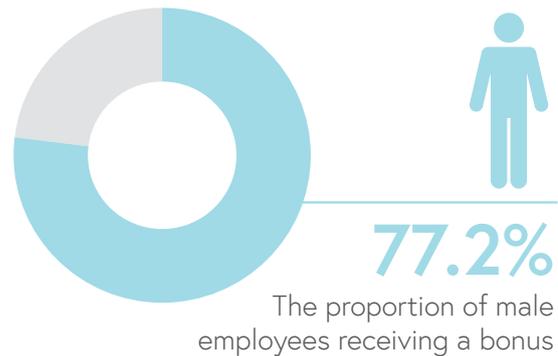
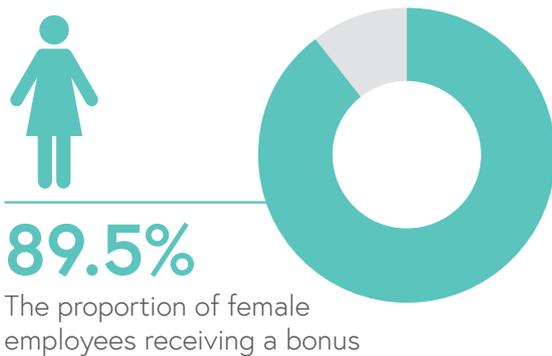
The gender pay gap is the difference in the average pay and bonuses of men and women across the organisation. Although we are confident that we have equal pay for work of equal value, we do have a gender pay gap when we compare the overall average pay for women and men.

Mean gender pay gap is **16.7%**

Mean gender bonus gap is **5.6%**

Median gender pay gap is **26.6%**

Median gender bonus gap is **0%**



Pay Bands

Below is the summary split of where men and women sit in terms of the quartile bands. We have split them into four equal bands A to D to give us our quartiles A, B, C and D.

Band	Men	Women	Description	
A	£11,356 to £20,148	65.70%	34.3%	Includes all employees whose hourly rate places them at or below the lower quartile.
B	£20,290 to £23,262	91.4%	8.6%	Includes all employees whose hourly rate places them above the lower quartile but at or below the median.
C	£23,262 to £27,637	95.7%	4.3%	Includes all employees whose hourly rate places them above the median but at or below the upper quartile.
D	£27,637 to £115,270	92.8%	7.2%	Includes all employees whose hourly rate places them above the upper quartile.

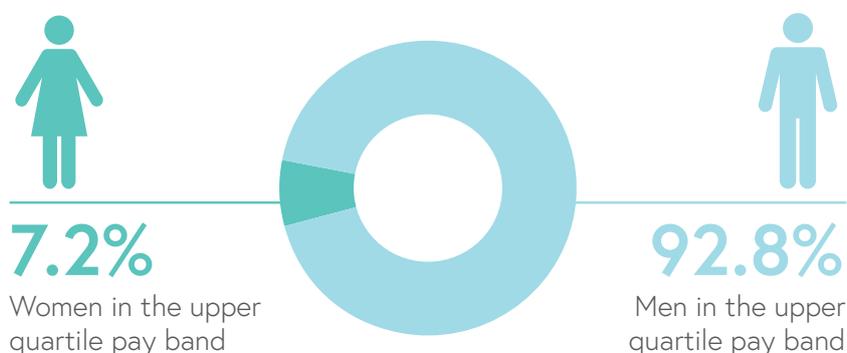
Gender pay gap is different to equal pay

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference in the average pay between all men and women in a workforce.

What are the underlying causes of our gender pay gap?

Women are significantly under-represented in more senior roles at HMS. Our workforce gender split is 14.43% women and 85.57% men. However women occupy only 1% of management roles and represent only 7.1% of the upper quartile of our pay bands.



HMS is 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. As such we use a gender neutral job evaluation scheme to grade roles and determine pay.

At the above date the number of Males employed at HMS was 243 and the number of females employed was 38. The average (mean) gender pay gap is 16.7%. It is valid to note that the high percentage of males is typical for the construction industry.

Women are significantly under represented at senior roles in HMS again this is typical for the industry.

Actions to be taken

To undertake work to positively recruit female construction workers and work with other organisations including schools in order to engage with females and young people before they look for job roles.

We will continue to actively encourage flexible working across our organisation, in every role, at every level, to ensure that our people have the opportunity to work in a way that works best for their career aspirations and home life.



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