



Gender Pay Gap Report

April 2020

Introduction



We are passionate about ensuring that everyone is treated equally, regardless of their background, race, ethnicity or gender.

We have reported on our gender pay gap for legal entities within the Torus Group, which employ more than 250 people.

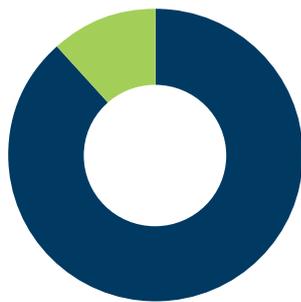
As at the snapshot date of 5th April 2020, HMS had 647 employees. In January 2019, HMS joined forces with members of the In-House Contractor from Torus to create a new larger entity. Since the formation of the new larger HMS, we have undertaken a change management programme, to ensure we have a structure fit for the future.

Currently there are differing terms and conditions. We are in a continuing period of transition and throughout this maintain our ethos of ensuring we treat everyone fairly and support them in achieving their potential.

This is our report for the snapshot date of 5th April 2020:



11.6%
of HMS
employees
are female



88.4%
of HMS
employees
are male



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

Hourly rates of pay



Mean gender pay gap

12.2%

Difference of **£1.76** per hour



Median gender pay gap

6.7%

Difference of **£0.88** per hour

* Pay data is from the April 2020 payroll. Full pay relevant employees. Those who are not on reduced pay due to leave i.e. sickness or maternity

Bonus

There were no bonus payments made to females within the 12 months previous to 5th April 2020 and therefore there are no mean or median gender bonus gaps to report.

4 males and 0 females received a bonus.

Bonuses were incentives paid to relevant employees as compensation for the ending of specific terms and conditions.



0.0%

The proportion of female employees receiving a bonus



0.7%

The proportion of male employees receiving a bonus



Quartiles

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

Band	Males	Females	Description
A	81.1%	18.9%	Includes all employees whose hourly rate places them in the lower quartile.
B	86.2%	13.8%	Includes all employees whose hourly rate places them in the lower middle quartile.
C	96.2%	3.8%	Includes all employees whose hourly rate places them in the upper middle quartile.
D	91.3%	8.8%	Includes all employees whose hourly rate places them in the upper quartile.

The above table shows there is a higher proportion of females in Bands A and B than there are in Bands C and D. Overall there is a higher proportion of males than females in all Bands..

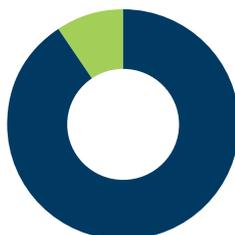
What are the underlying causes of our gender pay gap?

Females are under-represented in all levels at HMS, including more senior roles. Our workforce gender split is **11.6% (75) females** and **88.4% (572) males** and females represent only 8.8% of the upper quartile of our pay bands.



8.8%

Females in the upper quartile pay band



91.3%

Males in the upper quartile pay band



It is valid to note that the higher proportion of males in our workforce is typical for the construction industry but we are working to encourage females. An example of this is our partnership work with Torus Foundation on the Women in Construction programme. As part of this we will provide placements at HMS.

How does HMS gender pay gap compare with other organisations?

At **12.2%**, HMS' mean gender pay gap was lower than the average from National Statistics (ASHE 2019), which was **17.3%** but that doesn't mean we are complacent. We recognise we have work to do to reduce our gender pay gap.



Our Actions

The challenge across HMS and across the UK is to eliminate any gender pay gap. Producing this gender pay gap report aids the monitoring and we are committed to ensuring the gender pay and gender bonus gaps are closed further. The following are in place to ensure we continue to make a difference;

1. Diversity and Inclusion

Our ambition is to create a truly inclusive culture where we advance under represented groups and ensure our diversity reflects the communities we serve. We continue to strive to go further than the statutory duties we have, to lead on best practice, embed Diversity and Inclusion day-to-day and celebrate achievements.

Statutory Duties	Leading Best Practice	Embedding Day-to-Day	Celebrating achievements
<ul style="list-style-type: none">Meeting requirements of equality actEnsure quality of data including data disclosure campaignsDevelop D&I strategy	<ul style="list-style-type: none">Review how to nurture talent from under-represented groupsCollaborate internally and externally to advance D&I agenda across the N.W. and housing sectorsSeek external review, challenge and accreditation of our actions	<ul style="list-style-type: none">Review of policies and practices to ensure they are based on recognised best practiceEnsure staff have a good understanding of D&I and impact on staff and roles and responsibilitiesDevelop and foster an inclusive cultureIncrease staff confidence in talking about D&I	<ul style="list-style-type: none">Provide support for internal diversity networksPromote national and international diversity awareness calendar events

Our aim is to ensure there is a good balance of males and females working across all levels and functions. Along with our overarching Diversity & Inclusion agenda we will continue to be proactive in encouraging everyone, regardless of gender to pursue any role. We will undertake work to positively recruit females into construction and work with other organisations including schools to engage before students are looking for jobs.



2. Our Offering

We know our approach to pay and bonus is gender neutral in design but we will continually assess and ensure roles are benchmarked during both restructure programmes and when new vacancies arise to ensure a consistent approach.

3. Workforce Strategy

Our strategy sets out the way we want to develop our workforce and their skills and talents to deliver the objectives of our corporate plan. Succession plans will be reviewed to encourage the development and progression of women into more senior roles. Flexible working will continue to be encouraged across the organisation, in every role and at every level, to ensure our staff have the opportunity to work in a way that works best for their career aspirations and home life.

I confirm that the data reported is accurate.

A handwritten signature in black ink, appearing to read 'Helen Ward'.

Helen Ward
Group Organisational Development Director