

PRIVATE AND CONFIDENTIAL



Pay Gap Reporting

Hightown Housing Association Ltd

2 June 2025



Summary – Gender Pay Gap

Gender pay gap figures look at all the people employed in an organisation on the snapshot date (in this case 5 April 2025) and compares the pay of all the women to all the men using a prescribed methodology from the UK government.

RSM have used the government's prescribed methodology when calculating your gender pay gap. The gender pay gap is different from unequal pay.

The gender pay gap looks at the following areas:

- percentage of men and women in each hourly pay quartile;
- mean (average) gender pay gap for hourly pay;
- median gender pay gap for hourly pay;
- percentage of men and women receiving bonus pay;
- mean (average) gender pay gap for bonus pay; and
- median gender pay gap for bonus pay.

Hourly pay includes any monetary payments such as:

Basic pay
Allowances
Pay for piecework
Pay for leave
Shift pay premium

Bonus pay includes any rewards related to:

Profit sharing
Productivity/performance
Incentive
Commission
Long service award with a monetary value

Payments such as for overtime, pension, redundancy and benefits-in-kind, termination payments, loan schemes provided by the employer and payments for untaken leave are excluded.

Gender pay gap background

What are the metrics?

01

What is the median?

The median involves listing all the numbers in numerical order. The median is the middle number or a combination of the two middle numbers. The median for both men's and women's hourly pay is calculated and the percentage difference is reported.

02

What is the mean?

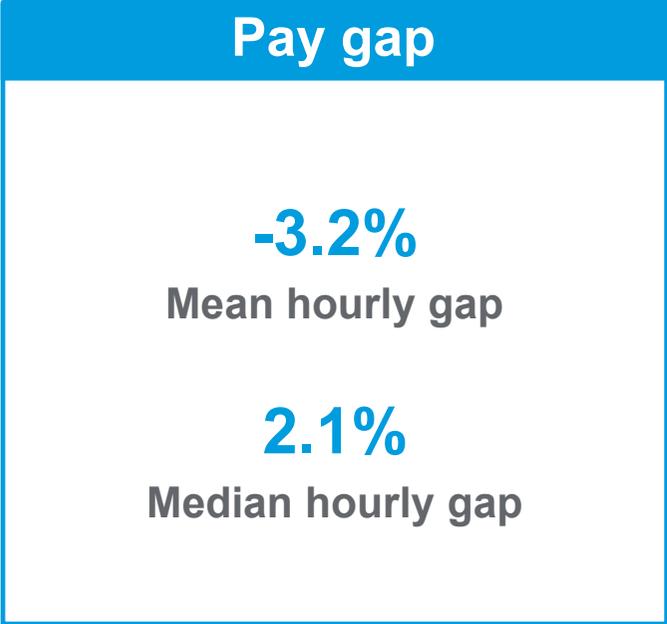
The mean average involves adding up all the numbers and dividing the result by the number of values in the list. The mean average for both men's and women's hourly pay is calculated and the percentage difference is reported.

03

What are the Pay Quartiles?

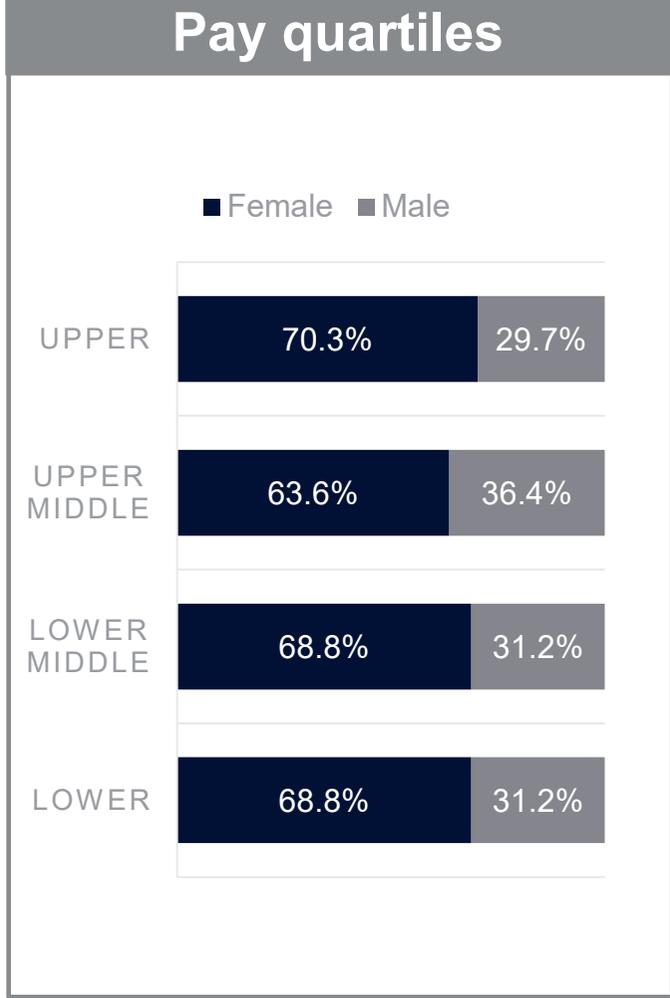
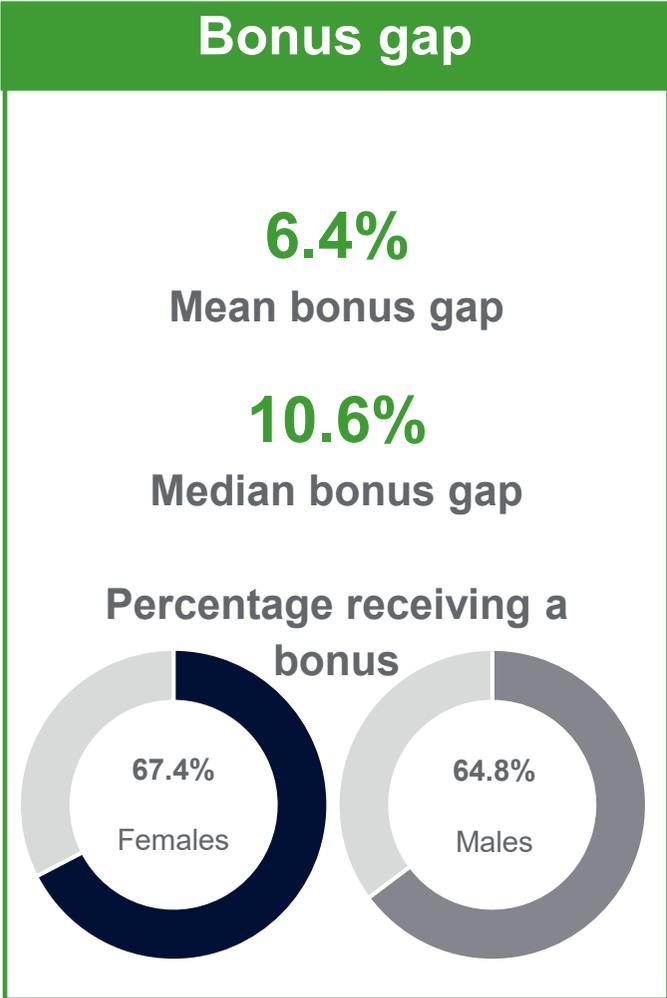
The distribution of men and women is shown in pay quartiles. In simple terms, these are calculated by splitting the whole workforce into four equal sized bands based on hourly pay, from highest paid to lowest paid. The percentage of men and women is then calculated for each band.

Gender pay gap for Hightown Housing Association Ltd - summary dashboard



Figures based on the following employee numbers

Hightown Housing Association Ltd	Relevant employees	Full pay relevant employees
Male	372	346
Female	785	730
Total	1,157	1,076



Gender pay gap for Hightown Housing Association Ltd - detailed dashboard

Pay gap

Mean pay	
Hourly rate (£)	
	15.43
	15.92

Median pay	
Hourly rate (£)	
	13.00
	12.73

Key:
 Male
 Female

Bonus gap

Bonus metrics are calculated on all relevant employees, rather than only the fully paid relevant employees.

	Relevant employees	Received bonus (#)	Received bonus (%)
	372	241	64.8
	785	529	67.4
Total	1,157	770	66.6

	Mean (£)	Median (£)
	464.10	419.41
	434.59	375.07

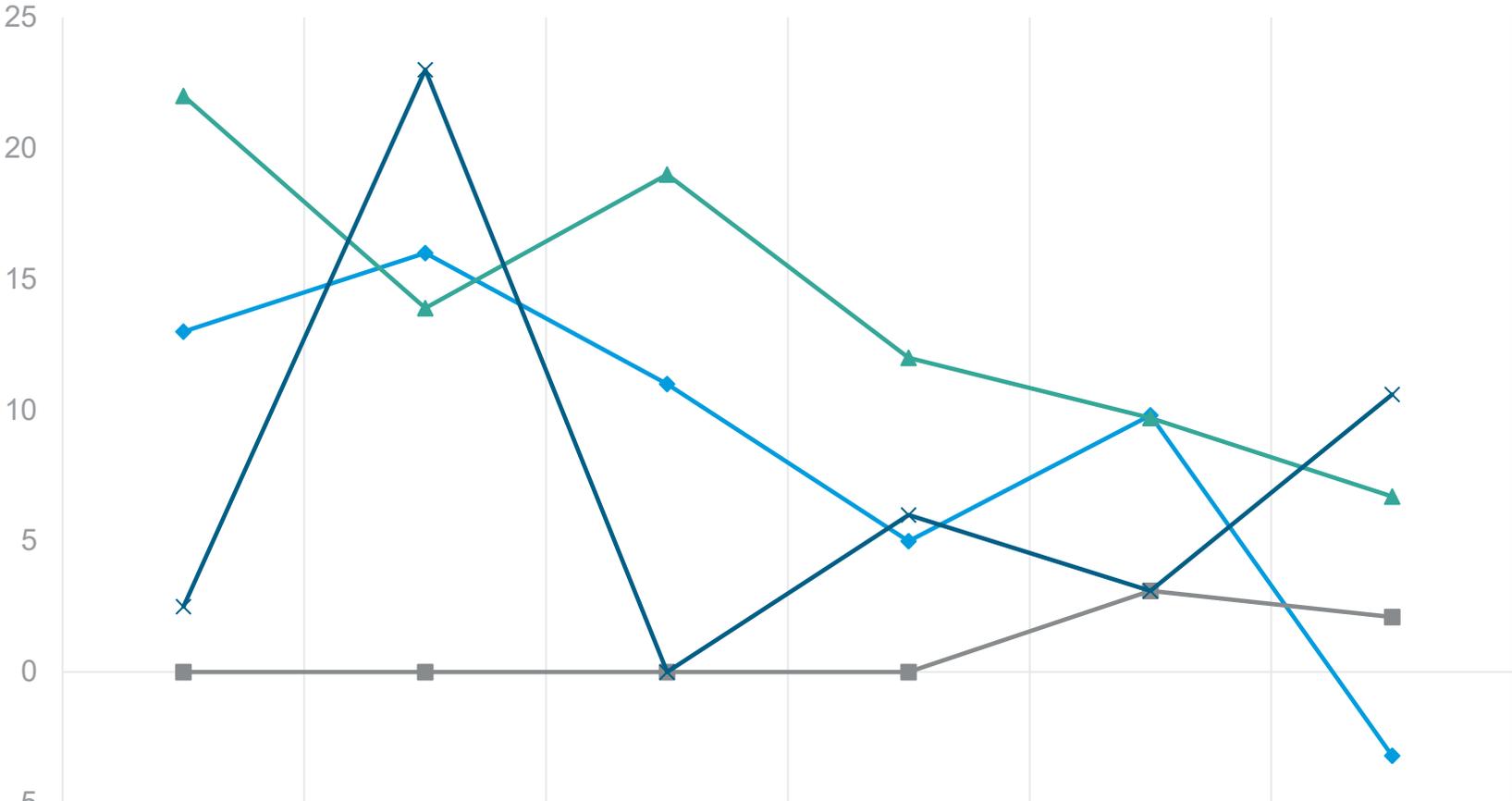
Pay quartiles

Employees	Lower	Lower middle	Upper middle	Upper
	346	84	84	98
	730	185	185	171
Total	1,076	269	269	269

Employees (%)	Lower	Lower middle	Upper middle	Upper
	32.2	31.2	31.2	36.4
	67.8	68.8	68.8	70.3

Hightown Housing Association Ltd's Gender Pay Gap trends

◆ Mean Gender Pay Gap
 ■ Median Gender Pay Gap
 ▲ Mean Bonus Gap
 × Median Bonus Gap



◆ Mean Gender Pay Gap	13	16	11	5	9.8	-3.2
■ Median Gender Pay Gap	0	0	0	0	3.1	2.1
▲ Mean Bonus Gap	22	13.9	19	12	9.7	6.7
× Median Bonus Gap	2.5	23	0	6	3.1	10.6

Summary – Ethnicity Pay Gap

Background

The ethnicity pay gap is defined as a measure of the difference between the average earnings of ethnic groups within an organisation or across the labour market, irrespective of their role or seniority.

Where there is a positive percentage, this means that the average pay of a white British member of staff is higher than that of a member of staff from an ethnic minority group. The higher the percentage, the greater the ethnicity pay gap. A negative pay figure/percentage means that the average pay of the ethnic minority group is higher than that of the white British group.

The ethnicity pay gap is not a comparison between employees of different ethnicities who have the same job or duties. The Equality Act 2010 makes it unlawful to discriminate (both directly and indirectly) against employees because of their race. Therefore, unless there is a failure to comply with existing law, pay disparities between ethnic groups are likely to be due to other factors that impose a disadvantage on people from ethnic minorities without being explicitly discriminatory. An employer could still have a fair pay and reward policy, but the data might still reveal a pay gap.

In May of 2023 the government issued guidance on how to produce Ethnicity Pay Gap Figures. This followed the CIPD's recommendation to the government that ethnicity pay reporting should be based on the same pay quartiles as used for gender pay gap reporting and the methods of calculation but applied through a lens of ethnicity (where outcomes for ethnic minority groups are compared with white British ethnic groups).

This is the methodology adopted by RSM in the production of Hightown Housing Association Ltd's ethnicity pay gap reporting in the absence of specific legislation to be followed.

Therefore, the pay measures contained in this report are:

- the mean and median ethnicity pay gaps for each ethnic minority group, compared with white British ethnic groups;
- the mean and median ethnicity bonus gaps for each ethnic minority group, compared with white British ethnic groups;
- the proportion of each ethnic group who received bonuses; and
- the proportion of employees in each pay quartile for each ethnic group.

Ethnicity pay gap - summary dashboard

Ethnicity Pay Gap		
Ethnicity	Mean Gender Pay Gap (%)	Median Gender Pay Gap (%)
White British	NA	NA
Any Other	32.2	18.8
Any Other Asian Background	11.9	14.2
Any Other Black Background	37.4	18.8
Any Other White Background	23.0	14.4
Asian (or Asian British) Bangladeshi	37.3	21.1
Asian (or Asian British) Chinese	16.2	(0.8)
Asian (or Asian British) Indian	20.0	18.8
Asian (or Asian British) Pakistani	32.8	18.8
Black African (or Black British)	32.1	16.7
Black Caribbean (or Black British)	29.6	18.8
Mixed: Other	0.3	12.0
Mixed: White & Asian	11.0	(12.0)
Mixed: White & Black African	31.8	14.2
Mixed: White & Black Caribbean	37.3	21.1
Prefer not to say	24.6	6.7
White Irish	(8.8)	(24.4)
Not disclosed	25.2	18.7

Ethnicity Bonus Gap	
Mean Gender Bonus Gap (%)	Median Gender Bonus Gap (%)
NA	NA
36.8	37.3
(19.4)	(16.0)
42.1	43.6
23.9	11.0
51.7	46.0
58.8	55.0
31.0	47.4
42.9	36.4
41.4	45.5
14.4	30.8
10.5	28.7
(44.8)	(61.7)
54.9	49.7
-	-
(13.6)	(26.9)
29.2	31.3
12.1	17.2

Ethnicity pay gap - detailed dashboard

Ethnicity Pay Gap					Ethnicity Bonus Gap			
Ethnicity	Mean Hourly Rate Relevant People	Median Hourly Rate Relevant People	Relevant People	Total people	Received Bonus	Received Bonus %	Mean Bonus	Median Bonus
White British Pay	£19.14	£15.21	434	463	372	80.3	£526.46	£471.42
Any Other Pay	£12.98	£12.35	14	15	9	60.0	£332.91	£295.35
Any Other Asian Background Pay	£16.86	£13.04	26	31	18	58.1	£628.48	£546.74
Any Other Black Background Pay	£11.98	£12.35	155	167	80	47.9	£304.79	£266.07
Any Other White Background Pay	£14.74	£13.02	40	42	29	69.0	£400.53	£419.41
Asian (or Asian British) Bangladeshi Pay	£12.00	£12.00	1	3	1	33.3	£254.44	£254.44
Asian (or Asian British) Chinese Pay	£16.03	£15.33	3	3	3	100.0	£216.76	£212.11
Asian (or Asian British) Indian Pay	£15.31	£12.35	13	14	8	57.1	£363.31	£248.11
Asian (or Asian British) Pakistani Pay	£12.86	£12.35	22	24	20	83.3	£300.74	£299.98
Black African (or Black British) Pay	£12.99	£12.67	220	239	131	54.8	£308.49	£257.15
Black Caribbean (or Black British) Pay	£13.47	£12.35	27	30	19	63.3	£450.77	£326.34
Mixed: Other Pay	£19.07	£13.38	7	7	6	85.7	£471.28	£336.21
Mixed: White & Asian Pay	£17.04	£17.04	2	2	1	50.0	£762.27	£762.27
Mixed: White & Black African Pay	£13.05	£13.05	1	1	1	100.0	£237.18	£237.18
Mixed: White & Black Caribbean Pay	£12.00	£12.00	1	2	-	-	£0.00	£0.00
Prefer not to say Pay	£14.43	£14.19	3	3	2	66.7	£598.26	£598.26
White Irish Pay	£20.82	£18.91	9	9	7	77.8	£372.89	£323.91
Not disclosed Pay	£14.32	£12.37	98	102	63	61.8	£462.77	£390.39
Total			1,076	1,157	770	66.6		

Ethnicity pay gap - detailed dashboard

Inter Quartile range	Total number of entries #	Lower Quartile #	Lower Middle Quartile #	Upper Middle Quartile #	Upper Quartile #
White British	434	73	65	105	191
Any Other	14	3	6	4	1
Any Other Asian Background	26	4	4	9	9
Any Other Black Background	155	61	54	34	6
Any Other White Background	40	10	10	9	11
Asian (or Asian British) Bangladeshi	1	1	-	-	-
Asian (or Asian British) Chinese	3	1	-	1	1
Asian (or Asian British) Indian	13	5	3	-	5
Asian (or Asian British) Pakistani	22	3	14	4	1
Black African (or Black British)	220	61	75	71	13
Black Caribbean (or Black British)	27	12	7	5	3
Mixed: Other	7	2	1	1	3
Mixed: White & Asian	2	1	-	-	1
Mixed: White & Black African	1	-	-	1	-
Mixed: White & Black Caribbean	1	1	-	-	-
Prefer not to say	3	1	-	1	1
White Irish	9	1	1	1	6
Not disclosed	98	29	29	23	17
Total	1,076	269	269	269	269

Ethnicity pay gap - detailed dashboard

Inter Quartile range	Total %	Lower Quartile %	Lower Med Quartile %	Upper Med Quartile %	Upper Quartile %
White British	40.4	26.9	24.1	38.9	71.0
Any Other	1.3	1.1	2.2	1.5	0.4
Any Other Asian Background	2.4	1.5	1.5	3.3	3.3
Any Other Black Background	14.4	22.7	20.1	12.6	2.2
Any Other White Background	3.7	3.7	3.7	3.3	4.1
Asian (or Asian British) Bangladeshi	0.1	0.4	-	-	-
Asian (or Asian British) Chinese	0.3	0.4	-	0.4	0.4
Asian (or Asian British) Indian	1.2	1.9	1.1	-	1.9
Asian (or Asian British) Pakistani	2.0	1.1	5.2	1.5	0.4
Black African (or Black British)	20.4	22.7	27.9	26.4	4.8
Black Caribbean (or Black British)	2.5	4.5	2.6	1.9	1.1
Mixed: Other	0.7	0.7	0.4	0.4	1.1
Mixed: White & Asian	0.2	0.4	-	-	0.4
Mixed: White & Black African	0.1	-	-	0.4	-
Mixed: White & Black Caribbean	0.1	0.4	-	-	-
Prefer not to say	0.3	0.4	-	0.4	0.4
White Irish	0.8	0.4	0.4	0.4	2.2
Not disclosed	9.1	10.8	10.8	8.6	6.3
Total	100.0	100.0	100.0	100.0	100.0

BAME pay gap

For these calculations Non BAME is the dominant category and all other categories will be compared to the dominant category.

Salary

	Mean Gender Pay Gap (%)	Median Gender Pay Gap (%)
Non BAME Pay	NA	NA
BAME Pay	30.4	18.8
Unknown Pay	25.2	18.6

Salary

	Total people	Relevant People	Mean Hourly Rate Relevant People	Median Hourly Rate Relevant People
Non BAME	463	434	£19.14	£15.21
BAME	589	541	£13.33	£12.35
Unknown	105	101	£14.32	£12.38
Total	1,157	1,076		

BAME pay gap

Bonus

	Mean Gender Bonus Pay Gap (%)	Median Gender Bonus Pay Gap (%)
Non BAME Bonus	NA	NA
BAME Bonus	34.1	39.5
Unknown Bonus	11.3	15.2

Bonus

	Mean Bonus	Median Bonus	People	Received Bonus	Received Bonus %
Non BAME	£526.46	£471.42	463	372	80.4
BAME	£346.99	£285.35	589	333	56.5
Unknown	£466.94	£399.91	105	65	61.9
Total			1,157	770	66.6

BAME pay gap

Inter Quartile range	Total #	Lower Quartile #	Lower Med Quartile #	Upper Med Quartile #	Upper Quartile #
Non BAME	434	73	65	105	191
BAME	541	166	175	140	60
Unknown	101	30	29	24	18
Total	1,076	269	269	269	269

Inter Quartile range	Total %	Lower Quartile %	Lower Med Quartile %	Upper Med Quartile %	Upper Quartile %
Non BAME	40.3	27.1	24.1	39.1	71.0
BAME	50.3	61.7	65.1	52.0	22.3
Unknown	9.4	11.2	10.8	8.9	6.7
Total	100.0	100.0	100.0	100.0	100.0

Pay gap background

Gender Pay Gap

The gender pay gap is calculated as the difference between average hourly earnings of men and women as a proportion of men's average hourly earnings. It is not the difference in pay between men and women for doing the same job.

The gender pay gap is different from unequal pay. Unequal pay is when an organisation pays men and women differently for carrying out equal work.

The Office for National Statistics Figures

According to the Office for National Statistics (ONS) the mean gender pay gap among all employees in the UK decreased to **13.1%** in 2024 (provisional figure), down from **14.2%** in April in 2023.

To find further information on the ONS and to review their findings, we have provided a link below.

[Gender pay gap in the UK - Office for National Statistics](#)

Ethnicity Pay Gap

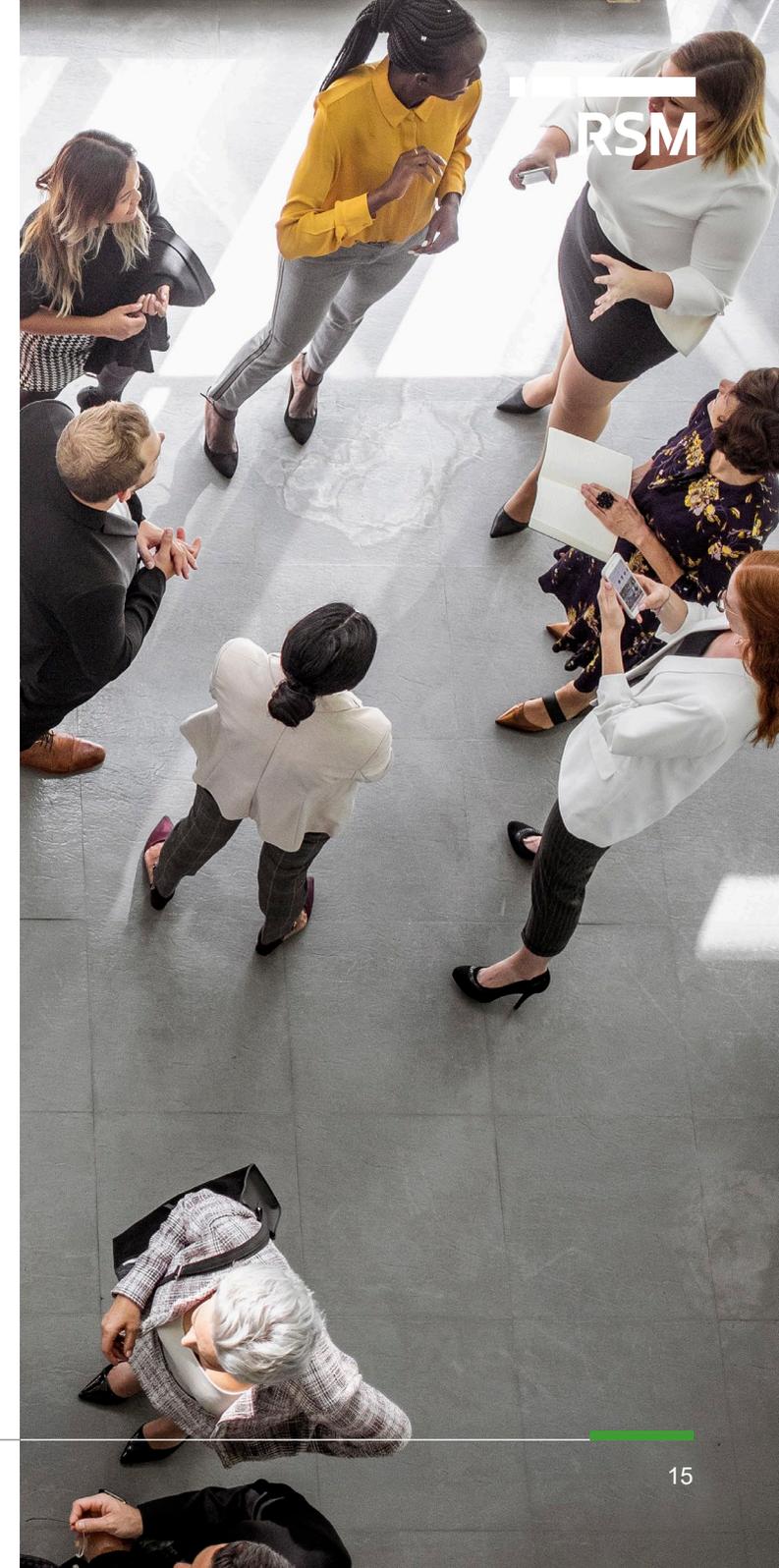
Ethnicity pay gaps are the percentage difference between the median gross hourly earnings of the reference group (White or White British employees) and the comparative ethnic groups.

The Office for National Statistics Figures

There is no data on ethnicity gap reporting for 2023 or 2024 however the ONS have used data from the Annual Population Survey over the time period 2012 to 2022 to prepare earnings statistics for different ethnic groups, using regression analysis to provide more insight into factors that affect pay. The government guidance published in 2023 points out that the workforce in the UK is increasingly diverse but data indicates that there remains significant differences in earnings between ethnic groups. Some ethnic minority groups earn less on average per hour than white British employees while others earn more. By collecting and analysing ethnicity pay information employers can identify disparities in average pay and begin to develop an action plan to address the differences.

To find further information on the ONS and to review their findings, we have provided a link below.

[Ethnicity pay gaps, UK - Office for National Statistics \(ons.gov.uk\)](#)



Next steps

We recommend Hightown Housing Association Ltd should take the following steps.

- **Action plans** - The Labour Government have set out that employers with more than 250 employees will be required to publish and implement an equality action plan showing the steps they are taking in relation to prescribed matters related to gender equality, which include addressing the gender pay gap and supporting women through the menopause. If you do not already have an action plan for closing your gender pay gap, you will now need one ahead of it becoming a legal requirement. RSM recommends you start planning now for this change.
- A benchmarking exercise to allow you to compare your organisation to other relevant companies.
- A programme to ensure that those who currently state they “prefer not to say” are educated into the importance of disclosing to ensure further validation of the figures.
- RSM HR Consultancy could review your HR strategies to give you more insights into their impact on the figures. RSM has an experienced HR consultancy team that could support in the area of People Strategy.
- RSM has a specific Reward and Incentives team that specialises in designing and formulating reward strategies that really work for businesses. RSM recommends you speak to one of our experts to ensure you are happy with your reward strategy in the longer term.

If you would like a conversation regarding any of the next steps detailed above or any other HR matter, please contact Rebecca Finlinson, rebecca.finlinson@rsmuk.com or Kerri Constable, kerri.constable@rsmuk.com, we would be delighted to talk to you further on these topics or anything in relation to Hightown Housing Association Ltd’s People Strategy.

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