



HOMES FOR STUDENTS

# GENDER PAY GAP



# INTRODUCTION

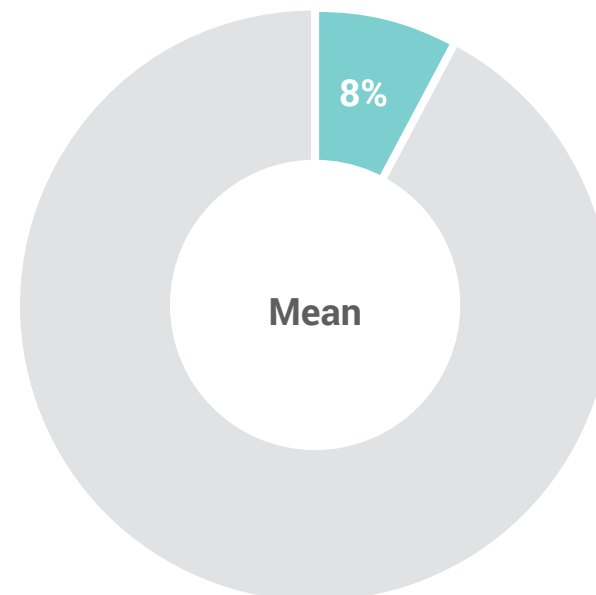
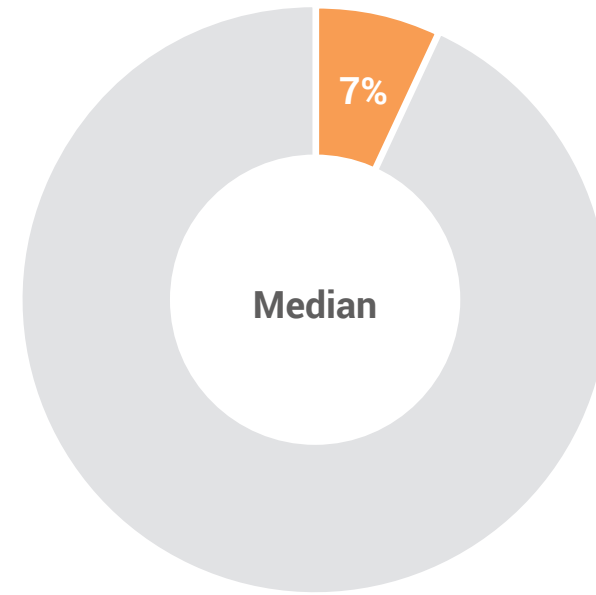
Homes for Students is required by law to publish an annual gender pay gap report. The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

While Homes for Student's gender pay gap compares favourably with organisations across the whole UK economy, this is not a subject about which Homes for Students is complacent, and it is committed to doing everything that it can to reduce the gap.

Homes for Students has a good structure in place for the recruitment and progression of women within the workplace, as evidenced by the number of women at all levels of the business with a greater proportion of women in the upper quartile.

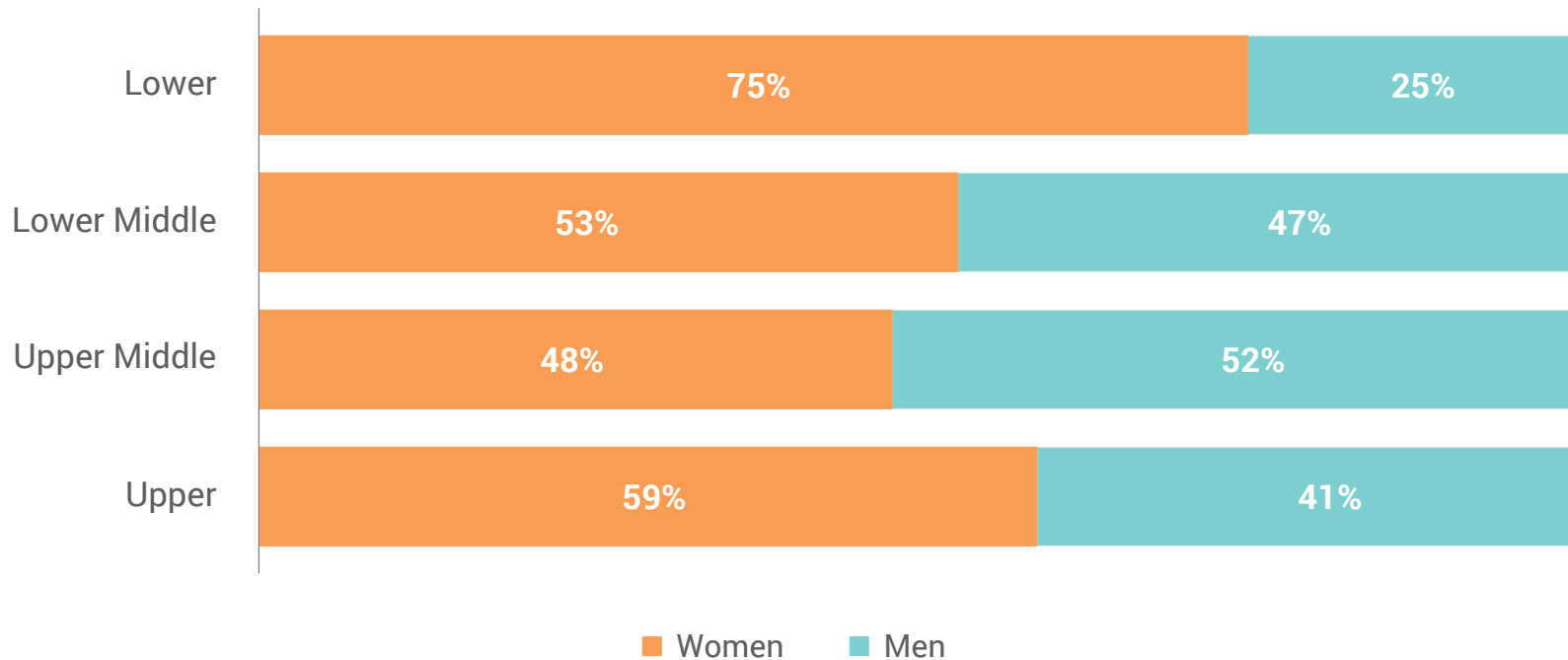
The continued success of our Springboard to Success Programme has created opportunities for employees in the lower quartile, which is predominately female, to increase their existing skillset and provide them with the tools for future development.

Homes for Students will continue to be committed to flexible working practices so that women can commit to full-time work and future development without jeopardising important family time.



# PAY QUARTILES

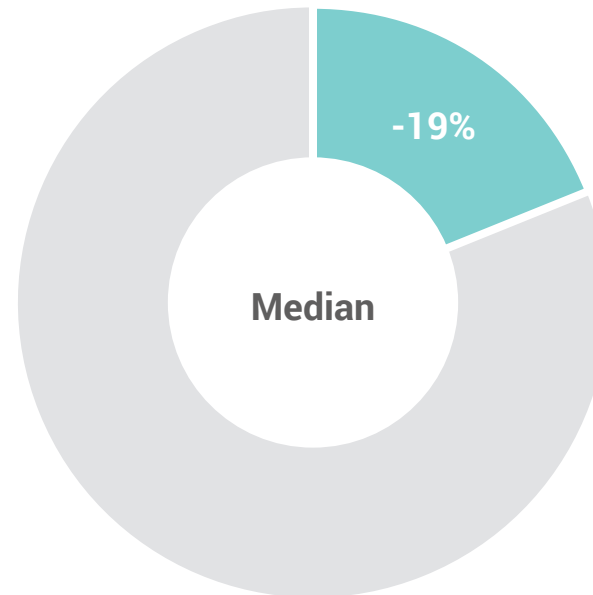
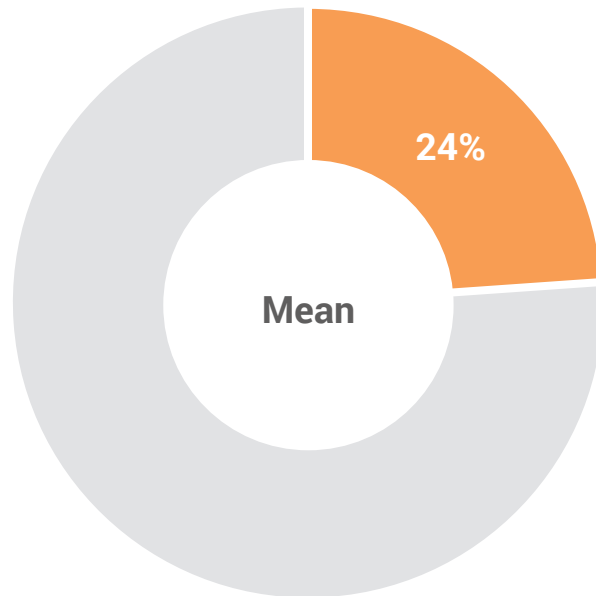
The proportion of male and female employees has been split into quartile bands based on their basic pay. The banding illustrates the larger proportion of women in senior leadership roles, despite these being roles dominated nationally by men. Conversely, the banding shows that there is a gap in the lower quartile, reflecting the number of women in housekeeper roles, a traditionally female-dominated profession. The differences in the middle quartiles are encouragingly low.



# BONUS PAY GAPS

Our Gender Bonus Gap data includes sales commission, performance bonuses and Employee of the Month/Year schemes. The proportion of men and women receiving bonus payments are almost identical, with 16% of men and 17% of women receiving bonuses in the year.

The mean bonus gap is significant. However, the -19% median bonus gap illustrates that the mean bonus gap has been inflated by fewer men receiving bonuses than women.





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