



HOMES FOR STUDENTS

GENDER PAY GAP



INTRODUCTION

As part of our commitment to transparency and fostering a diverse and inclusive workplace, Homes for Students is mandated by law to publish an annual gender pay gap report. The figures presented below have been calculated utilising the standard methodologies outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We are pleased to announce a significant improvement in our gender pay gap figures since the last reporting period. The median gender pay gap has decreased from 7% to 5% meaning that the difference between the midpoints in the ranges of hourly earnings between men and women has decreased. The mean has decreased from 7% to 6% meaning that pay gap is closing on the average hourly rate of pay. This progress underscores our dedication to fostering an equitable environment for all our employees.

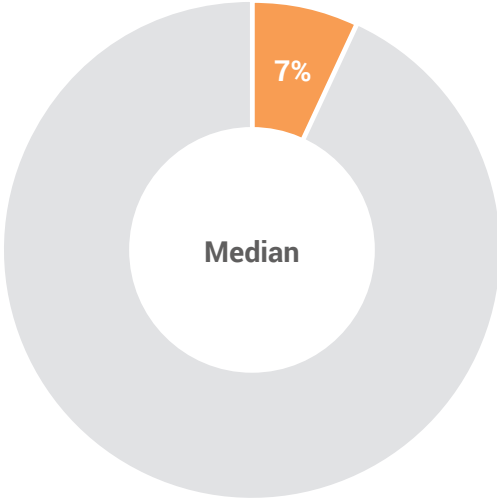
At Homes for Students, diversity and inclusion form the cornerstone of our organisational ethos. We are committed to ensuring that every member of our team feels supported and empowered to thrive at every stage of their journey with us. The positive figures reflected in this report are a testament to this commitment.

While we take pride in our favourable comparison with organisations across the wider UK economy, we remain steadfast in our determination to further reduce the gender pay gap. Our commitment to this cause is unwavering.

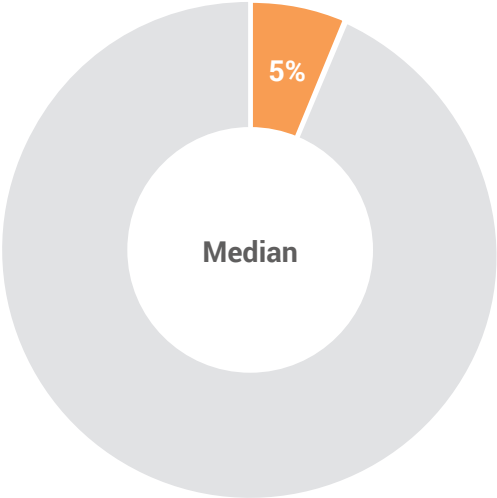
Key drivers behind the improvement in our gender pay gap figures include

- **Continued Focus on Employee Development:** Homes for Students has maintained a steadfast commitment to employee development, which has resulted in a higher representation of women in higher-paid positions. Through ongoing training, mentorship programs, and career advancement opportunities, we have empowered our employees, particularly women, to progress within the organisation and access higher-paying roles.
- **Enhanced Recruitment Practices:** We have implemented enhanced recruitment practices focused on ensuring transparency and equity in pay. Advertised salaries are now based on the role rather than the individual, fostering fairness and eliminating potential biases in compensation. This approach has led to a more equitable distribution of pay across our workforce.
- **Increased Diversity Training and Engagement:** We have prioritised diversity training and engagement initiatives, including the introduction of “Together is Better” (TIB) Time once a month. During TIB Time, our team comes together to engage in diversity-focused activities and learning sessions led by experts. This concerted effort to promote understanding and inclusion has contributed to a more supportive and equitable workplace culture.

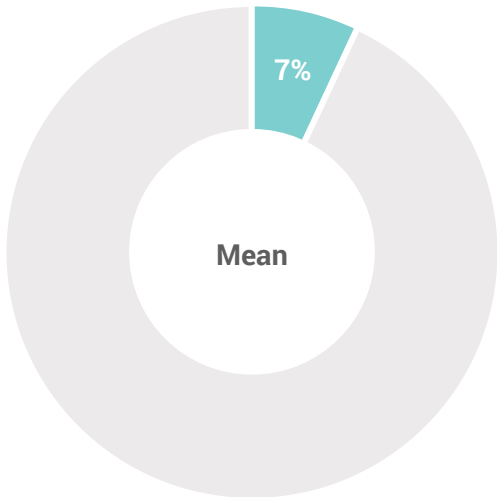
2023



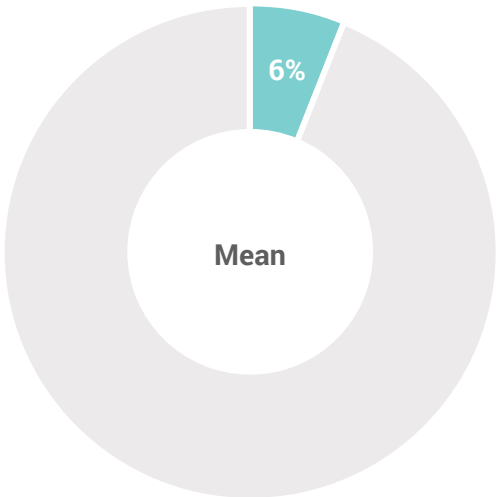
2024



2023

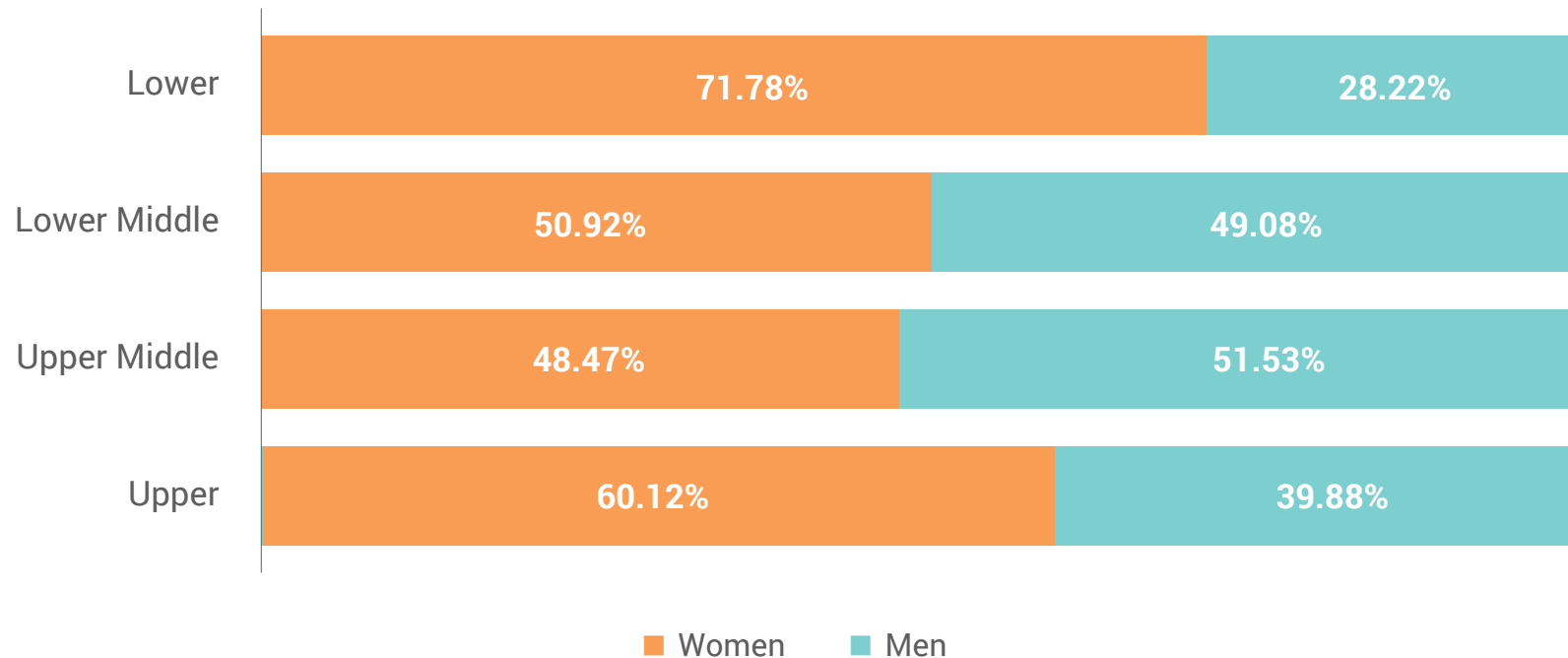


2024



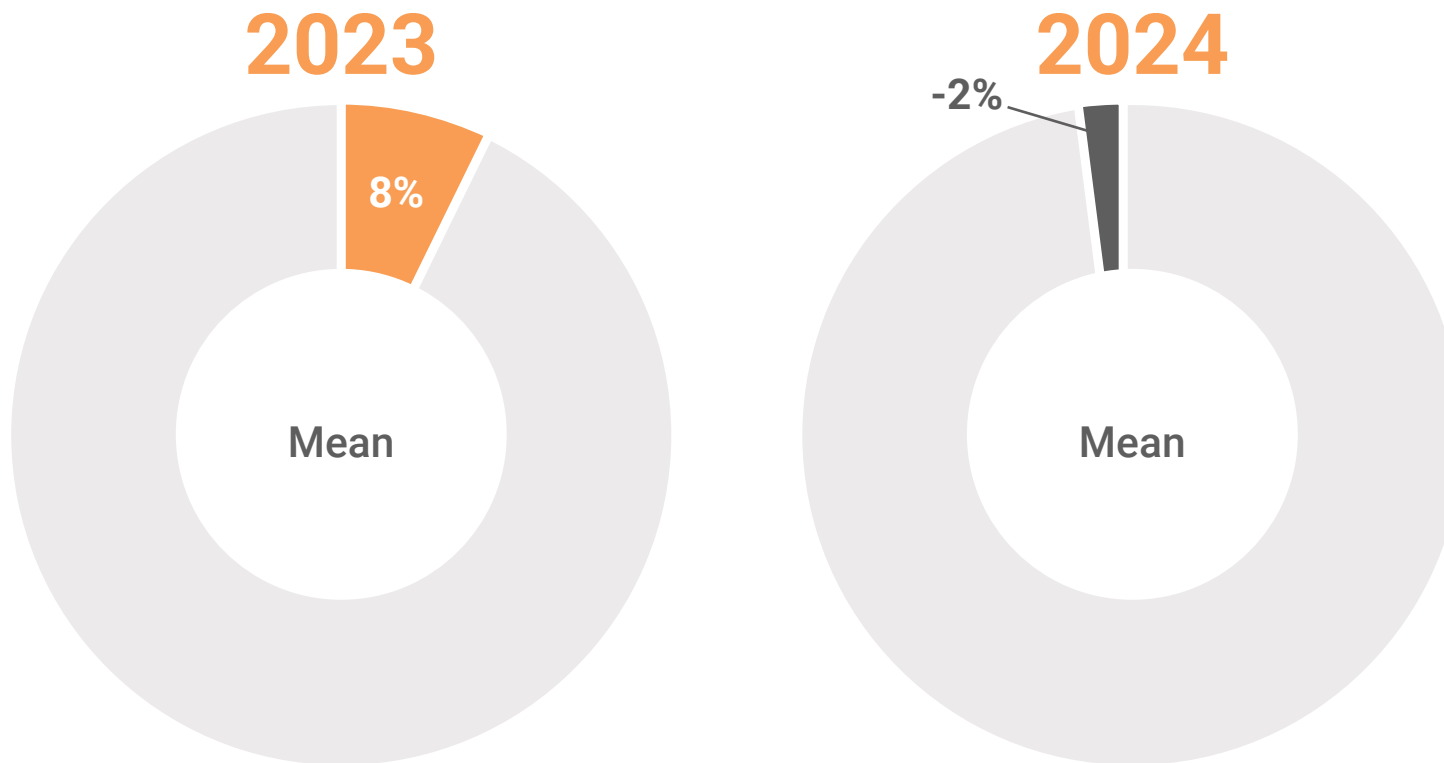
PAY QUARTILES

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

The figures below illustrate that in 2024, women received a higher amount of bonus pay compared to men, as opposed to 2023. This can be attributed to the significant presence of women in roles eligible for bonuses.





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