

## GENDER PAY REPORT 2017/18

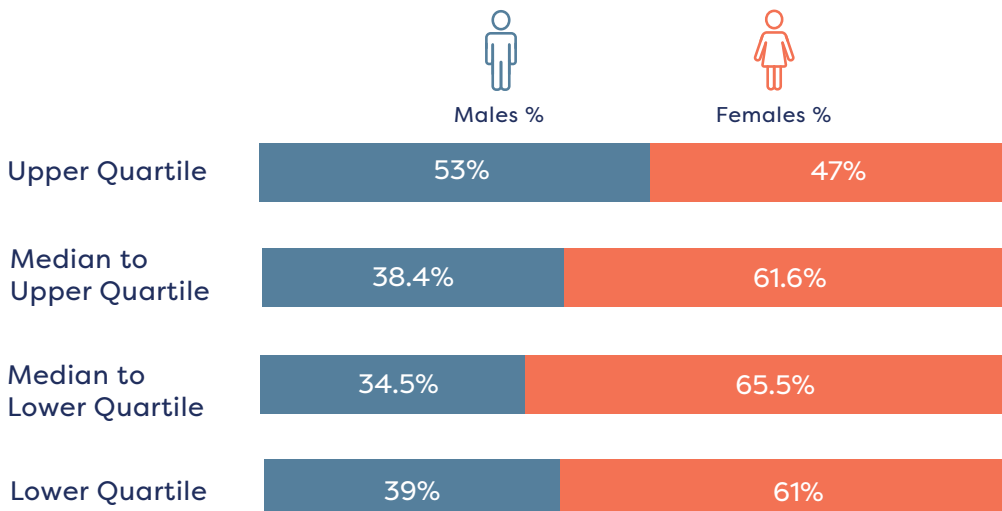
### ONWARD HOMES LIMITED (NOW ONWARD GROUP LIMITED)

As an organisation with over 250 employees Onward Homes must publish and report specific information about our gender pay. Gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. Onward remains committed to eliminating any gender pay gap and supports the fair treatment and reward of staff irrespective of their gender.

The metrics are based on data as at 31 March 2018.

Mean Gender Pay Gap	<b>13%</b>
Median Gender Pay Gap	<b>14%</b>
Mean Gender Bonus Gap	<b>N/A</b>
Median Gender Bonus Gap	<b>N/A</b>
% of Males receiving a Bonus	<b>0%</b>
% of Females receiving a Bonus	<b>0%</b>

### PAY QUARTILE PERCENTAGES



The gender pay gap of 13.0% (mean) and 14.0% (median) for Onward Homes remains a positive position and reflects the diverse nature of our workforce at all levels in the organisation. We are delighted that our performance remains in line with the sector and significantly better than other organisations of a similar size and turnover.

Whilst the number of females in the upper quartile has reduced since last year, it is pleasing to note that there is a significant number of females taking up middle management roles. The lower quartile positions do have higher proportions of females, predominantly due to part-time and more flexible working arrangements, which tend to be taken up more by female colleagues. These results are reflective of the sector position and we will continue to monitor them.

Onward Homes has gone through a significant transformational change and re-structure with our new Senior Leadership and Management Teams only being fully in place from 1 April 2018. As a result we expect to see a positive impact on our gender pay gap position for 2018/19. This change has included new staff at all levels in the organisation, indicative salaries applied consistently across roles, embedding our equality and diversity policy across the business, and supporting staff with training and development opportunities. During the coming year we will be further reviewing our Terms and Conditions and Succession Planning, which will include supporting colleagues, particularly female colleagues, in progression from middle management to Director and Executive Director.

Onward Homes is a family friendly employer, is committed to a flexible approach to working for all colleagues, and is committed to reducing our gender pay gap position in the coming year.

A handwritten signature in blue ink, appearing to read 'Bronwen Rapley'.

**Bronwen Rapley**

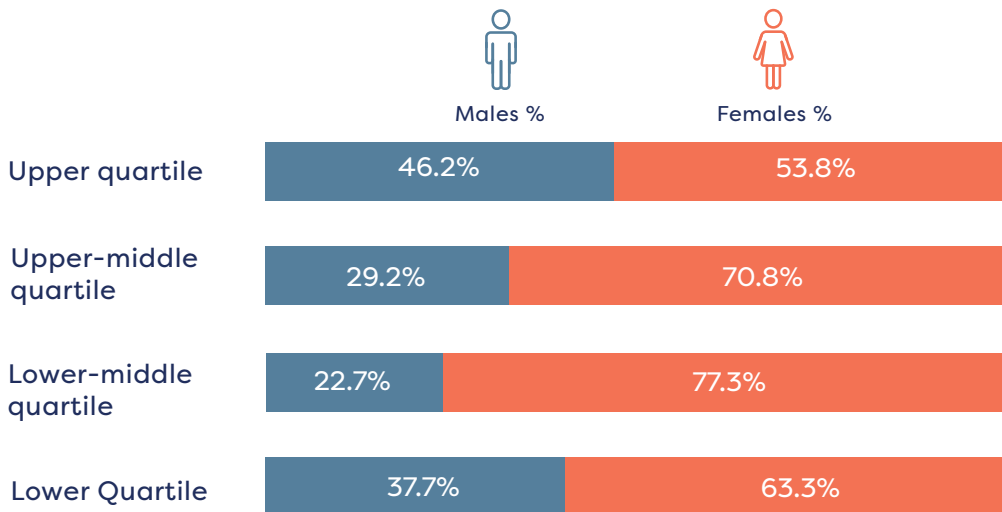
# LIVERPOOL HOUSING TRUST (NOW ONWARD HOMES LIMITED)

As an organisation with over 250 employees Liverpool Housing Trust (LHT) must publish and report specific information about our gender pay. Gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. We remain committed to eliminating any gender pay gap and support the fair treatment and reward of staff irrespective of their gender.

The metrics are based on data as at 31 March 2018.

Mean Gender Pay Gap	6.7%
Median Gender Pay Gap	10.1%
Mean Gender Bonus Gap	N/A
Median Gender Bonus Gap	N/A
% of Males receiving a Bonus	0%
% of Females receiving a Bonus	0%

## PAY QUARTILE PERCENTAGES



The gender pay gap of 6.7% (mean) and 10.1% (median) for LHT remains a positive position and reflects the diverse nature of our workforce at all levels in the organisation. We are delighted that our performance remains in line with the sector and significantly better than other organisations of a similar size and turnover.

In comparison to last year, performance has improved and it is particularly pleasing to note that there is a significant number of females taking up senior and middle management roles. The lower quartile positions do have higher proportions of females, predominantly due to part-time and more flexible working arrangements which tend to be taken up more by female colleagues. These results are reflective of the sector position and we will continue to monitor them.

LHT has gone through a significant transformational change and re-structure to become part of the new Onward Homes organisation, with our new Senior Leadership and Management Teams only being fully in place from 1 April 2018. As a result we expect a further positive impact on our gender pay gap position for 2018/19. Onward Homes is a family friendly employer, is committed to a flexible approach to working for all colleagues, and is committed to reducing our gender pay gap position in the coming year.

I confirm that the published information is accurate and has been calculated in line with the regulations

A handwritten signature in blue ink, appearing to read 'Bronwen Rapley'.

**Bronwen Rapley**

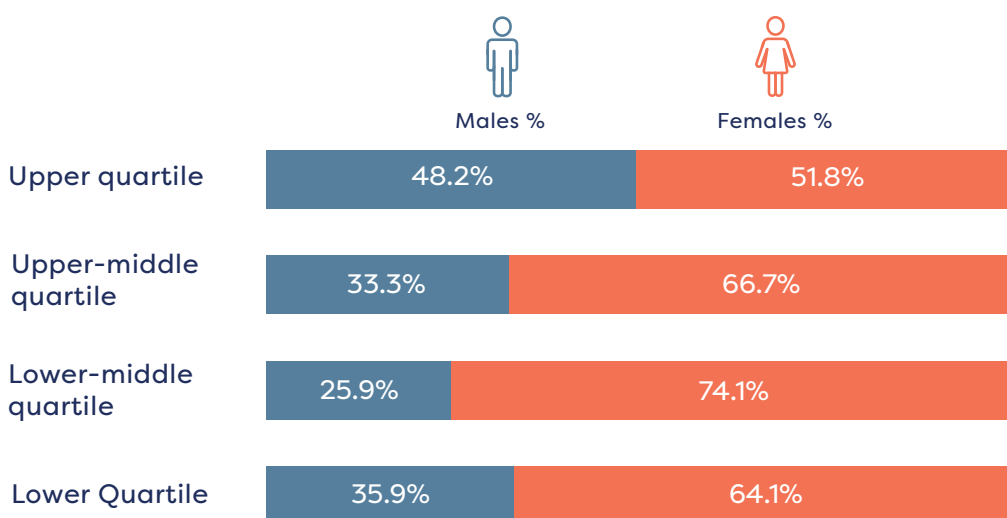
# CONTOUR HOMES LIMITED

As an organisation with almost 250 employees Contour Homes has decided to publish and report specific information about our gender pay. Gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. We remain committed to eliminating any gender pay gap and support the fair treatment and reward of staff irrespective of their gender.

The metrics are based on data as at 31 March 2018

Mean Gender Pay Gap	10.9%
Median Gender Pay Gap	11.2%
Mean Gender Bonus Gap	N/A
Median Gender Bonus Gap	N/A
% of Males receiving a Bonus	0%
% of Females receiving a Bonus	0%

## PAY QUARTILE PERCENTAGES



The gender pay gap of 10.9% (mean) and 11.2% (median) for Contour Homes remains a positive position and reflects the diverse nature of our workforce at all levels in the organisation. We are delighted that our performance remains in line with the sector and significantly better than other organisations of a similar size and turnover.

We are pleased with the balance of females in the upper quartile, and it is also pleasing to note that there is a significant number of females taking up senior and middle management roles. The lower quartile positions do have higher proportions of females, predominantly due to part-time and more flexible working arrangements which tend to be taken up more by female colleagues. These results are reflective of the sector position and we will continue to monitor them.

Contour Homes has gone through a significant transformational change and re-structure to become part of the new Onward Homes organisation, with our new Senior Leadership and Management Teams only being fully in place from 1 April 2018. As a result we expect a further positive impact on our gender pay gap position for 2018/19. Onward Homes is a family friendly employer, is committed to a flexible approach to working for all colleagues, and is committed to reducing our gender pay gap position in the coming year.

I confirm that the published information is accurate and has been calculated in line with the regulations.

A handwritten signature in blue ink, appearing to read 'Rapley'.

**Bronwen Rapley**