

GENDER PAY GAP REPORT

APRIL 2018



Legislation requires that companies with more than 250 staff at April 2018 report their gender pay gap to the government. Therefore we have submitted our report for Accent Housing Ltd which has over 250 staff.

What is the gender pay gap?

The gender pay gap is the percentage difference between average hourly earnings for men and women.

Here at Accent:



Our average gender pay gap is 20.72%, down from 21.3% in the previous year.

The national average is 17.9%.

The gender pay gap is not the same as equal pay. Equal pay means the pay differences between men and women who carry out jobs of the same or equal value. We are confident that we have equal pay for equivalent jobs at Accent.

Hourly rates of pay

Our mean pay gap is 20.7%

The mean is our average pay. This is calculated by adding up all our salaries and dividing by the number of colleagues.

Our median pay gap is 17.2%

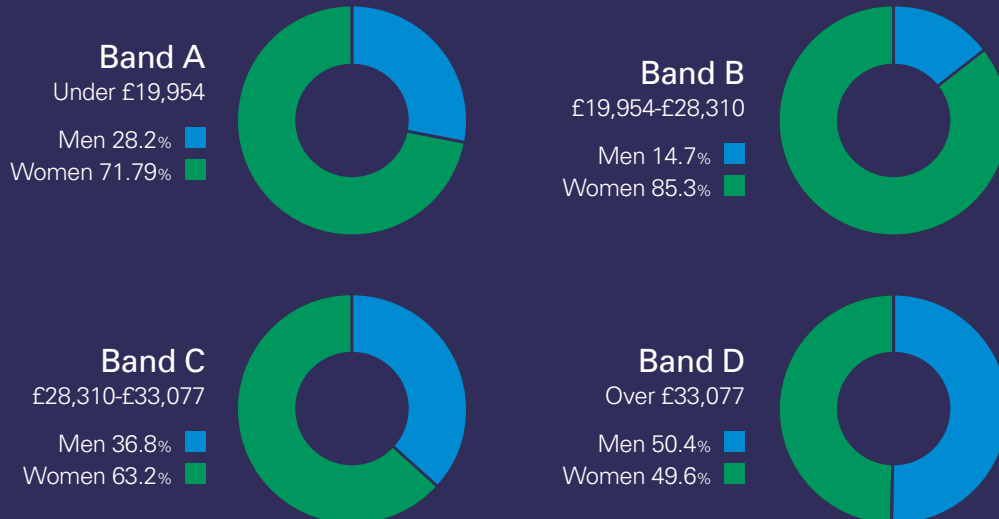
The median is the middle value in our pay. This value is calculated by organising all of our salaries in order and picking the middle number.

WE BELIEVE IN FAIRNESS
WE BELIEVE IN EQUALITY
WE BELIEVE IN INCLUSION

OUR 2018 GENDER PAY GAP REPORT



Pay Bands



This is the percentage of men and women within each of our four pay bands, or quartiles. We listed the salary of every colleague in order and split the list into four equal parts to give us our bands A, B, C and D.

Bonus

1.3% of men and 1.3% of women received a bonus

Accent does not operate a global bonus system, and bonuses are only awarded for exceptional achievement. The percentage of staff receiving a bonus is therefore very low.

What are the factors affecting some of the pay difference?

Two thirds of our workforce are women, and we are proud to be such an attractive employer for women.

We offer great opportunities for flexible working and know that many colleagues who return from a career break choose to work part-time. 85% of our part time colleagues are women, and 15% are men.

We are also proud to have strong female leadership at Accent. 38% of our board, 40% of our executive team, and 38% of our senior management team are women.

We are committed to reducing our gender pay gap and know that we have some great opportunities to improve. For example, we have great role models at Accent, and we will be introducing mentoring schemes so that we can encourage and support others to follow suit. We are also looking at our recruitment processes to ensure that we encourage diversity and inclusion at all levels of our organisation. We will also continue to offer flexible working options including part-time working, compressed hours, job share, home working and flexible hours.

**WE BELIEVE IN FAIRNESS
WE BELIEVE IN EQUALITY
WE BELIEVE IN INCLUSION**