



Gender Pay Gap Report

April 2023

1. About HMS

Part of the Torus Group, HMS is an award-winning construction and maintenance contractor based in the Northwest of England. The company offers a range of design, construction, and maintenance services to partners across the region. An independent commercial business with a social heart, HMS invests 100% of its profits into community projects and Torus Group's charitable arm, Torus Foundation.

Since its inception in 2011, HMS has gifted over £20 million to projects and organisations that transform neighbourhoods, improve people's health and wellbeing, and increase access to training and employment opportunities.

1.1 Torus Group

Torus is an ambitious and established housing group with deep roots in Liverpool, St Helens, and Warrington - and a total footprint encompassing 11 Local Authority areas.

One of the North West's largest landlords, Torus manages 40,000 homes and serves 75,000 customers. The Group mission of 'growing stronger communities' drives four entities to work together and deliver homes and services for those who need them most.

The landlord function sits at the heart of Torus and works to provide quality affordable homes and housing services that support people to live securely and independently.

The development company, Torus Developments, has a target to build 1,000 new homes a year - with a strong focus on affordable homes for rent and homeownership.

The commercial arm, HMS, is an award-winning building and maintenance contractor. Profits generated are used to fund initiatives that make a positive difference to communities and the lives of the people who live in them.

Torus' charitable arm, Torus Foundation, invests profits generated by Torus Developments and HMS into meaningful community projects that improve wellbeing, skills, and quality of life, to break down barriers and unlock potential.

The true value of the Torus model is unlocked when all four entities work together to make communities and places better.





2. What is the gender pay gap?

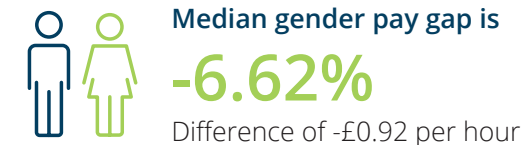
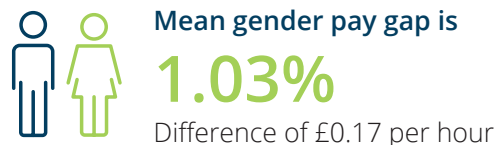
The gender pay gap is the difference in the average pay and bonuses of men and women across an organisation. It is an indicator of gender equality.

It is different to equal pay which is the right for men and women to be paid the same for work of equal value. A legal requirement, we must report on our gender pay gaps for all legal entities within the Torus Group who employ more than 250 people.

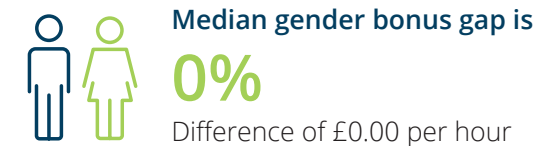
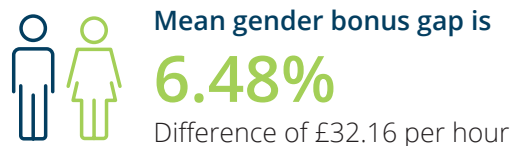
This focus of this report is the gender pay gap at HMS (Housing Maintenance Solutions Ltd).

Overall Group figures are provided for context:

Torus Group pay gap data



Torus Group bonus gap data



*Pay data is from the April 2023 payroll. Full pay relevant colleagues. Those who are not on reduced pay due to leave i.e. sickness or maternity.

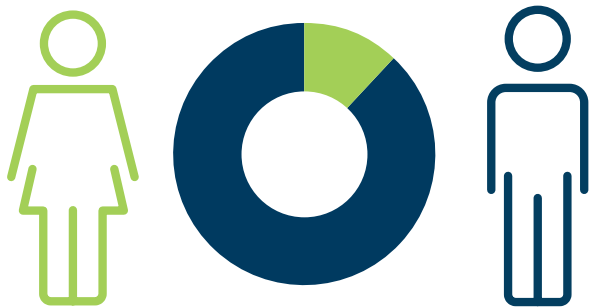
**Bonus data is based on bonus payments for 12 months previous to 5th April 2023.

3. HMS Figures

3.1 People profile

As at the snapshot date of 5th April 2023, HMS had 705 employees.

- 11.8% of HMS colleagues are women
- 88.2% of HMS colleagues are men



3.2 Pay gap data



Mean gender pay gap is

9.95%

Difference of £1.48 per hour



Median gender pay gap is

12.49%

Difference of £1.68 per hour

Snapshot Date	Mean (average)	Median (middle)
5th April 2023	9.95%	12.49%
5th April 2022	8.9%	12.5%
5th April 2021	6.6%	12.3%
5th April 2020	12.2%	6.7%

*Pay data is from the April 2023 payroll. Full pay relevant colleagues. Those who are not on reduced pay due to leave i.e., sickness or maternity.

3.3 Bonus gap data



Mean gender bonus gap is

13.15%

Difference of £65.48



Median gender bonus gap is

0%

Difference of £0.00

Snapshot Date	Mean (average)	Median (middle)
5th April 2023	13.1%	0%
5th April 2022	0%	0%
5th April 2021	6.9%	3.9%
5th April 2020	0%	0%

*Bonus data is based on bonus payments for 12 months previous to 5th April 2023.



Bonuses were paid to all those colleagues employed by HMS on 1st December 2022, to support them with the rising cost of living. Bonuses for part-time colleagues were on a pro-rata basis, which has led to the Mean Bonus Pay Gap.

79 women and 585 men received a bonus

- **95.2%** The proportion of women receiving a bonus
- **94.1%** The proportion of men receiving a bonus

3.4 Quartiles data

Below is the summary split of where men and women sit in terms of the quartile bands.

They have been split into four equal bands to provide the quartiles A, B, C and D.

Band	Men	Women	Description
A	78.44%	21.56%	Includes all colleagues whose hourly rate places them in the lower quartile.
B	91.62%	8.38%	Includes all colleagues whose hourly rate places them in the lower middle quartile.
C	94.61%	5.39%	Includes all colleagues whose hourly rate places them in the upper middle quartile.
D	88.02%	11.98%	Includes all colleagues whose hourly rate places them in the upper quartile.

The above table shows there is a higher proportion of women in Bands A and B than there are in Bands C and D combined. Overall, there is a higher proportion of men than women in all Bands.



4. Understanding our figures

At 9.95%, the mean gender pay gap is lower than the national average of 14.9% (Office for National Statistics (ONS), 2022); however, it has increased from last year's figure of 8.9%. Whilst this is disappointing, some fluctuations are to be expected year-on-year due to uncontrollable external variables such as attrition. We recognise tackling the gap is a long-term goal and are continuing to take direct action to drive it down – please see Section 5 of this report.



4.1 Proportionality

As highlighted in Section 3.1 'People profile,' most of the HMS workforce are men.

This split is typical of the construction industry with an average workforce comprising of 84.2% men and 15.8% women (ONS, 2023).

A low ratio of women to men at HMS has meant they are underrepresented at all levels, with most women employed in the lower quartiles. This is driving the gender pay gap wider. Despite this though, the upper quartile of pay bands does continue to be representative of the overall workforce split.



We are continually working to encourage women into construction (see Section 5. 'Our actions'). However, we have experienced a decrease in the proportions of both women and men being recruited when compared with last year - the percentage decrease of women being higher than men. This will impact next year's gender pay gap and highlights why raising awareness of the construction industry as a viable and rewarding career pathway for women is a priority for HMS.

Proportions:



4.2 Management



Despite the lower overall numbers of women within HMS, a higher proportion have either been promoted to managers or recruited as such. Although our gender pay gap has increased this year, these changes to the make-up of management are positive and will, in time, support closing the gender pay gap.

5. Our actions

HMS recognises that there is much work to do in closing the gender pay and bonus gaps. We are devoted to improving gender representation in order to tackle these issues. The following programmes, activities and actions reflect our commitments:

5.1 Women in Construction

We are continually working to encourage women into the construction industry - a workplace traditionally dominated by men. There are several avenues HMS uses to do this:

Women in Construction Programme

Since 2019, Torus Foundation has delivered a Women in Construction programme in partnership with HMS, St Helens Chamber, City of Liverpool College, and other partner organisations. The overall goal of the project is to provide insight into the construction industry and present it as a viable career path for women.

The programme is held over two week periods and covers a range of skills, including bricklaying and plastering. Participants take part in a mixture of practical sessions and classroom-based learning, highlighting transferable skills for the working environment. As part of the programme, candidates may be given a placement opportunity to hone their skills with HMS.

To date, 74 women have completed the programme with 30 moving into a job, 7 moving into an apprenticeship and 39 into further training.

Torus Foundation is currently looking for expressions of interest in another course taking place in 2024.

Women's Trade Network

HMS joined the Women's Trade Network in June 2022. It is an initiative founded by some of the most well-known organisations in housing and property to increase the representation of women in trade roles. HMS supports the network in raising awareness of the variety of roles available to women in trade and encourage greater gender diversity across the industry.

"HMS is dedicated to creating roles for women and helping to support them into long-term, sustainable careers. As an organisation, we have a history of reaching out to women in our communities and over the years, have welcomed over 100 women to the team. I am delighted to have joined The Women's Trade Network, and with their support, look forward to even more women joining HMS."

HMS Head of Customer Excellence, Gail Farley

Partnerships

HMS has partnerships with St Helens and Warrington Rugby Clubs. Both clubs have their own charitable foundations which HMS support with the use of fleet vans. These vans have been used for various purposes within the community, such as distributing food to vulnerable people. HMS also sponsors St Helens R. F. C. & Warrington Wolves ladies' kit.

This partnership has produced a connection with Tara Jones. Tara's story is inspirational, she has overcome many barriers to get to where she is as a rugby player. She is now a motivational and inspirational speaker to participants on the Women in Construction Programme and a close partner of HMS.

Top 100 Influential Women in Construction Awards

In November 2022, two HMS colleagues (HMS' Head of Customer Experience, Gail Farley, and Apprentice turned full-time Joiner, Lynn Greaves) and one HMS partner (Tara Jones) featured in the National Federation of Builders 'Top 100 Influential Women in Construction' list. This marked recognition of their outstanding contributions to supporting women into the sector.

"Over the past decade, HMS has worked with numerous partners and organisations to actively promote the opportunities available for women in the construction sector... It is fantastic to see our team and partners recognised for their hard work."

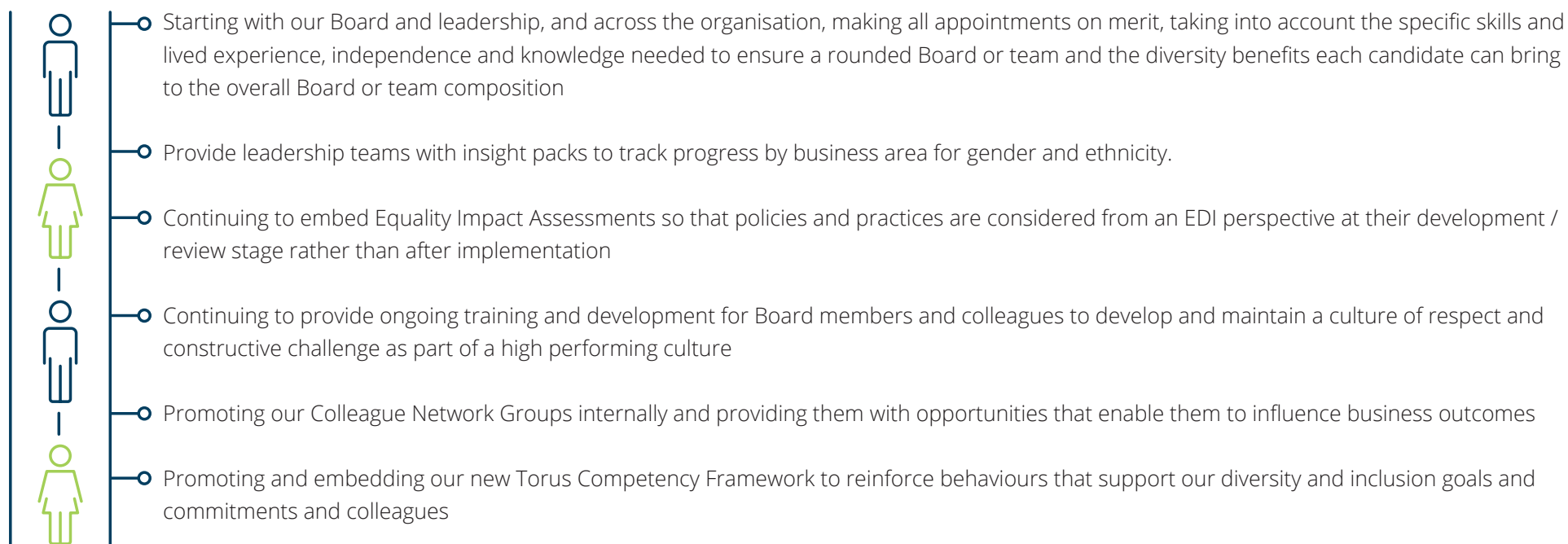
HMS Managing Director, Paul Worthington



5.2 A roadmap to success



Inclusive Leadership and Culture

Ensure leaders are accountable for diversity and inclusion progress.





Workforce Diversity

Attract, recruit and retain a diverse workforce achieving our gender and inclusion ambitions..

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- Facilitate the development and progression of diverse colleagues through our leadership and development programmes: Emerging Leaders and the 'One Torus' Management Development Programme.
 - Proactively search for female and underrepresented minority talent in the market.
 - Increase our routes to attracting a greater diversity of candidates and reviewing job adverts and job descriptions to make them more appealing for all candidates

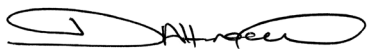
Data Transparency and Accountability

Deliver our diversity and inclusion ambitions goals and commitments through data driven insights.

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- We will ensure the representation of female data is regularly reviewed. This encourages leaders to take measurable actions
 - We will actively identify potential challenges to female progression through diversity and inclusion related data sources and use this data to inform actions that are implemented
 - We will continue to publish our gender pay gap and report on progress annually

This report has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and I can confirm that the information and data provided in this report is accurate and in line with mandatory requirements.

I confirm that the data reported is accurate.



Debbie Attwood

Group People Director



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