



Gender Pay Gap Report

April 2024

1. About HMS

Part of the Torus Group, HMS is an award-winning construction and maintenance contractor based in the North West 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.

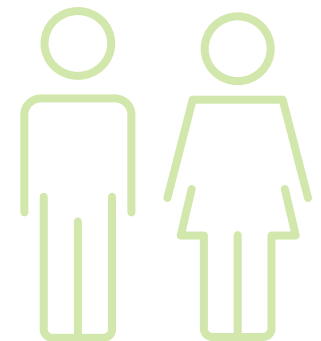
The landlord function sits at the heart of Torus and works to provide quality affordable homes and housing services that support people to live securely and independently.

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



Mean gender pay gap is

-0.72%

Difference of -£0.12 per hour



Mean gender bonus gap is

0%

Difference of £0.00 per hour

Median gender pay gap is

-8.07%

Difference of -£1.18 per hour

Median gender bonus gap is

0%

Difference of £0.00 per hour

*Pay data is from the April 2024 payroll. Full pay relevant colleagues. Those who are not on reduced pay due to leave i.e. sickness or maternity.

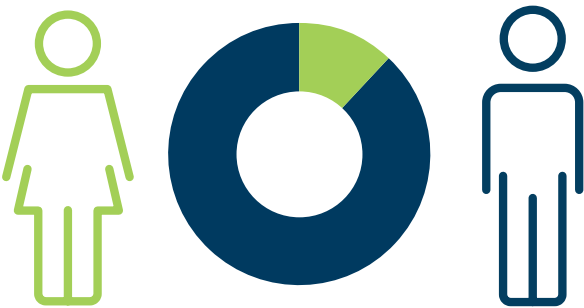
**Bonus data is based on bonus payments for 12 months previous to 5th April 2024.

3. HMS Figures

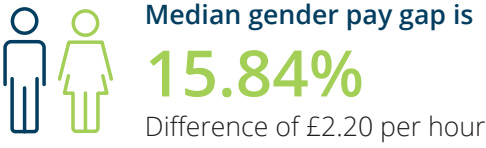
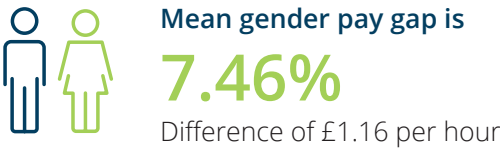
3.1 People profile

As at the snapshot date of 5th April 2024, HMS had 876 employees.

- 12.8% of HMS colleagues are female
- 87.2% of HMS colleagues are male



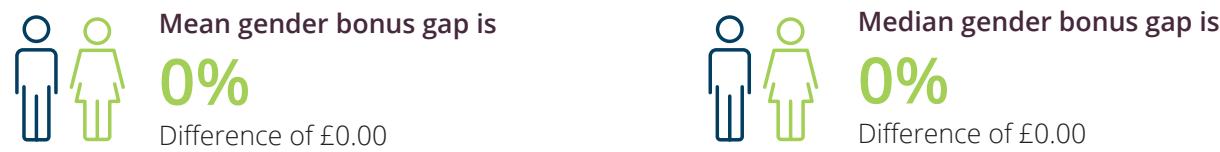
3.2 Pay gap data



Snapshot Date	Mean (average)	Median (middle)
5th April 2024	7.46%	15.84%
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 2024 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



Snapshot Date	Mean (average)	Median (middle)
5th April 2024	0%	0%
5th April 2023	13.1%	0%
5th April 2022	0%	0%
5th April 2021	6.9%	3.9%

*Bonus data is based on bonus payments for 12 months previous to 5th April 2024.



During the reporting period HMS did not pay any bonuses as defined in the Equality Act 2010 (Gender Pay Information) Regulations 2017.

3.4 Quartiles data

Below is the summary split of where males and females 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	Male	Female	Description
A	74.76%	25.24%	Includes all colleagues whose hourly rate places them in the lower quartile.
B	89.76%	10.24%	Includes all colleagues whose hourly rate places them in the lower middle quartile.
C	97.07%	2.93%	Includes all colleagues whose hourly rate places them in the upper middle quartile.
D	87.80%	12.20%	Includes all colleagues whose hourly rate places them in the upper quartile.

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



4. Understanding our figures

At 7.46%, the mean gender pay gap is lower than the national average of 14.3% (Office for National Statistics (ONS), 2023); and has decreased from last year's figure of 9.95%. While this is positive, we recognise tackling the gap is a long-term goal and are continuing to take direct action to drive it down further – please see Section 5 of this report.



4.1 Proportionality

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

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

A low ratio of females to males at HMS has meant they are underrepresented at all levels, with most females 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.

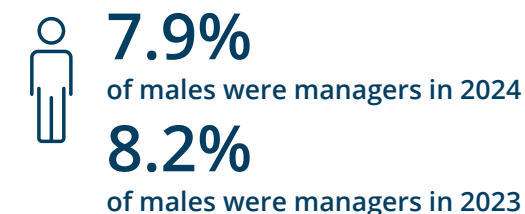


We are continually working to encourage females into construction (see Section 5. 'Our actions') and raising awareness of the industry as a viable and rewarding career pathway for females remains a priority at HMS. The actions taken so far are proving effective. Comparing last year's figures to this year's, there has been a higher percentage increase in females.

Proportions:



4.2 Management



The figures demonstrate that despite the lower numbers of females within HMS, there are a higher proportion that have either been promoted or recruited to manager position. Despite a 1.4% decrease in managers who are female when compared to the previous year, the proportions continue to be positive and will, in time, support closing the gender pay gap.

5. Our actions

HMS have continued to focus on encouraging more women into construction. Gail Farley, Head of Customer Experience at HMS, believes that bringing more women into the industry will inevitably bring new skill sets and perspectives into the sector, and could widen the pool of skilled candidates considerably. Gail also spearheads an internal ladies forum for trades, where female colleagues discuss opportunities, challenges and share best practice.

Apprenticeships

HMS celebrated Katie Doyle who won 'Plastering Apprentice of the Year' with St Helen's College, Mia Goodall who won at the regional heats of 'SPARKS Learner of the Year' and Erin McElwee who works as an Apprentice Scheduler who won at the recent Torus Group's 'Apprentice of the Year' awards. A huge well done to Katie, Mia and Erin!



Partnerships

HMS continue to partner with St Helens and Warrington Rugby Clubs. Both clubs have their own charitable foundations which HMS support, from providing fleet vans which are used for various purposes within the community, such as distributing food to vulnerable people, to holding career events and speaking to young people and women about the varied roles within the industry. HMS also sponsors St Helens R. F. C. & Warrington Wolves ladies' kit, as well as the Warrington Wolves Disability Team.

Through this partnership, HMS have a strong connection with Tara Jones. Tara is inspirational, having overcome many barriers to get to where she is as a rugby player, a motivational and inspirational speaker and referee for the Rugby Association. HMS value this connection as Tara is a positive role model and advocate for breaking down barriers.

Developing partnerships with local colleges to encourage young people to explore careers in construction is important. HMS provide information about the various roles on offer at HMS which helps to spark interest and challenge stereotypes.

CITB's Top 100 Influential Women in Construction Awards 2024

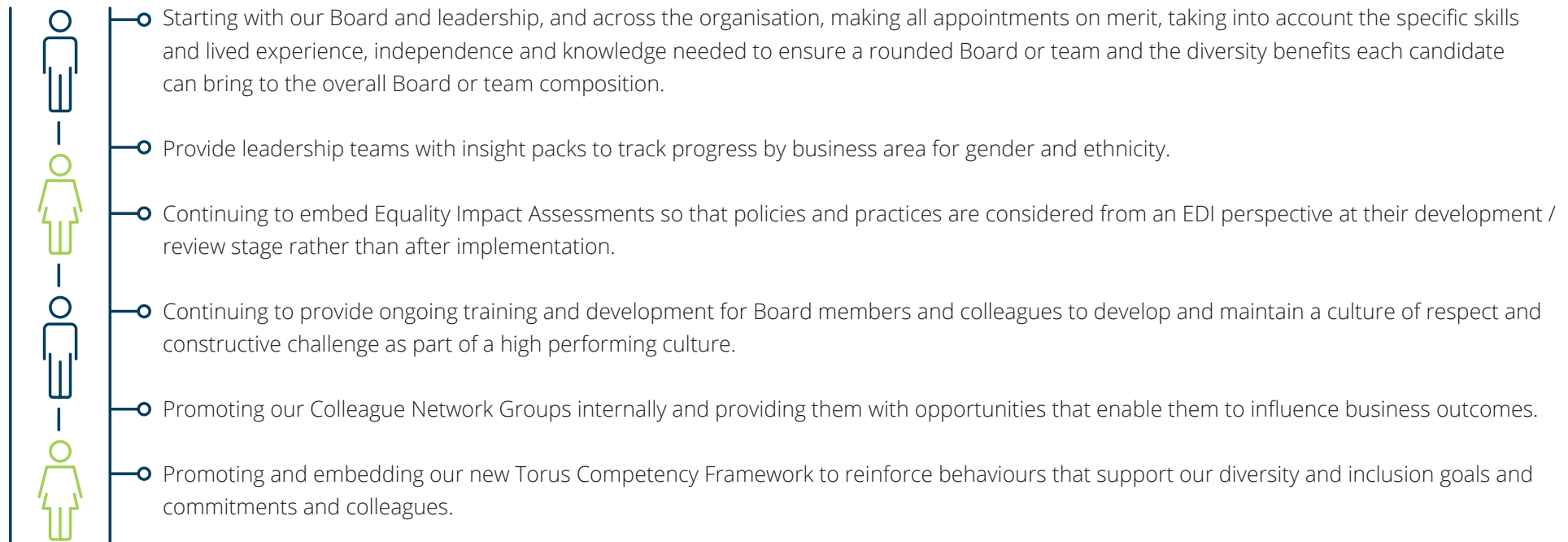
HMS are extremely proud to have celebrated 4 colleagues at the Top 100 influential Women in Construction Awards, including Mia Goodall, Danielle Green and Lynne Greaves, all whom work in our trades teams, along with Gail Farley who won, for the second year running, in the Ally's category recognising individuals who act as a key influencer supporting inclusion and change in the industry.



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.

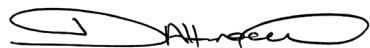
Data Transparency and Accountability

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

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