



# Gender Pay Gap Report

April 2024

## 1. About Torus

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.

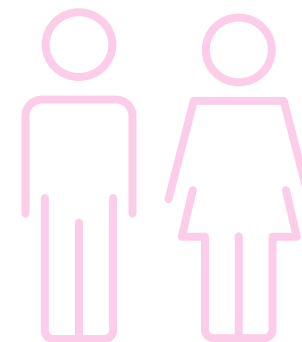
The landlord function sits at the heart of Torus and works to provide quality affordable homes and housing services that support people to live securely and independently.

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.





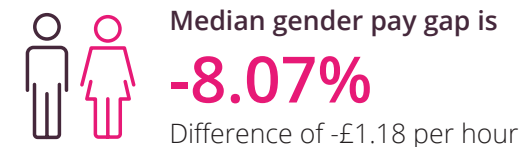
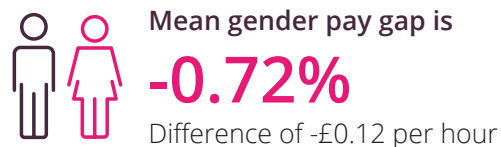
## 2. What is the gender pay gap?

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.

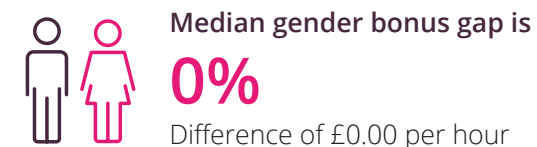
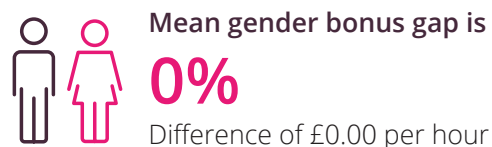
It is different to equal pay which is the right for men and women to be paid the same for work of equal value. A legal requirement, we must report on our gender pay gaps for all legal entities within the Torus Group who employ more than 250 people.

This focus of this report is Torus Landlord (Torus62 Ltd). Overall Group figures are provided for context.

### Torus Group pay gap data



### Torus Group bonus gap data



\*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.

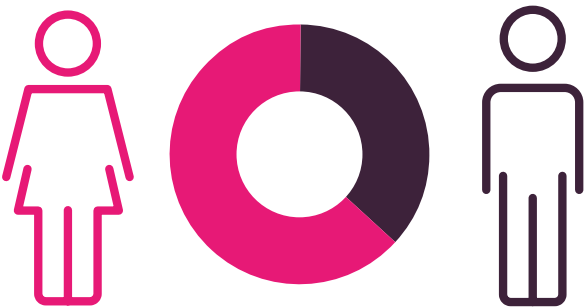


### 3. Torus Figures

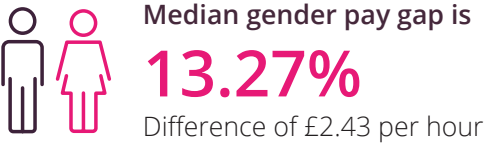
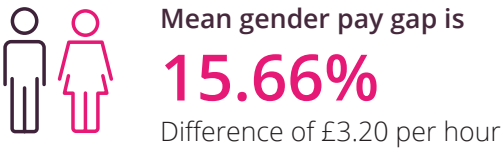
#### 3.1 People profile

As at the snapshot date of 5th April 2024, Torus had 651 colleagues.

- 64.2% of Torus colleagues are female
- 35.8% of Torus colleagues are male




#### 3.2 Pay gap data



Snapshot Date	Mean (average)	Median (middle)
5th April 2024	15.7%	13.3%
5th April 2023	16.6%	13.3%
5th April 2022	17.6%	15.7%
5th April 2021	17.8%	15.4%
5th April 2020	14.8%	14.5%

\*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



Mean gender bonus gap is

**0%**

Difference of £0.00



Median gender bonus gap is

**0%**

Difference of £0.00

Snapshot Date	Mean (average)	Median (middle)
5th April 2024	0%	0%
5th April 2023	5.11%	0%
5th April 2022	0%	0%
5th April 2021	-0.6%	0.0%

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



During the reporting period Torus 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	24.5%	75.5%	Includes all colleagues whose hourly rate places them in the lower quartile.
B	30.2%	69.8%	Includes all colleagues whose hourly rate places them in the lower middle quartile.
C	35.2%	64.8%	Includes all colleagues whose hourly rate places them in the upper middle quartile.
D	55.1%	44.9%	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, B and C, whereas D has a higher percentage of males



## 4. Understanding our figures

At 15.66%, the mean gender pay gap is higher than the national average of 14.3% (ONS (Office for National Statistics), 2023); however, it should be noted that the figure has marginally decreased from last year's figure of 16.6%. 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,' Torus' workforce has a higher proportion of females.

Despite a higher proportion, females are over represented in less senior roles at Torus. Our workforce gender split for full-pay relevant colleagues is 63.8% (405) female and 36.2% (230) male; however, females represent 75.5% of the lower quartile and 44.9% of the upper quartile of our pay bands. The percentage of females in the upper quartile has decreased from last year by 3.4%, however the percentage in the lower quartile has decreased by 0.4%, which supports the decrease in our gender pay gap.



**44.9%**

Females in the upper quartile pay band



**55.1%**

Males in the upper quartile pay band

## 4.2 Management



**19.4%**

of females were managers in 2024

**17.4%**

of females were managers in 2023



**27.9%**

of males were managers in 2024

**25.5%**

of males were managers in 2023

Despite the lower numbers of males within Torus, they do make up the higher proportion that have either been promoted to managers or recruited into managerial positions. This supports the existence of our gender pay gap.



## 5. Our actions

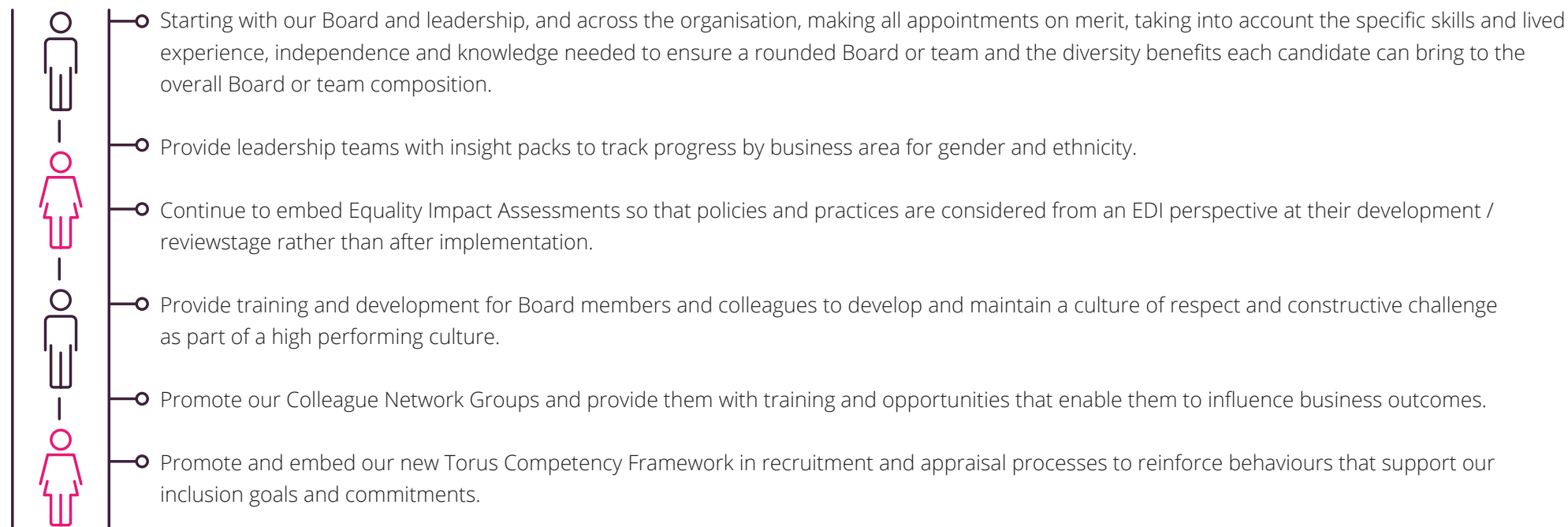
Torus recognises that females are underrepresented in managerial roles, despite there being more female representation across the workforce. We remain committed to taking action that ensures we improve gender representation and in doing so reduce the pay gaps.

We have created a roadmap of activity that reflects our commitments:

### 5.1 A Roadmap to Success

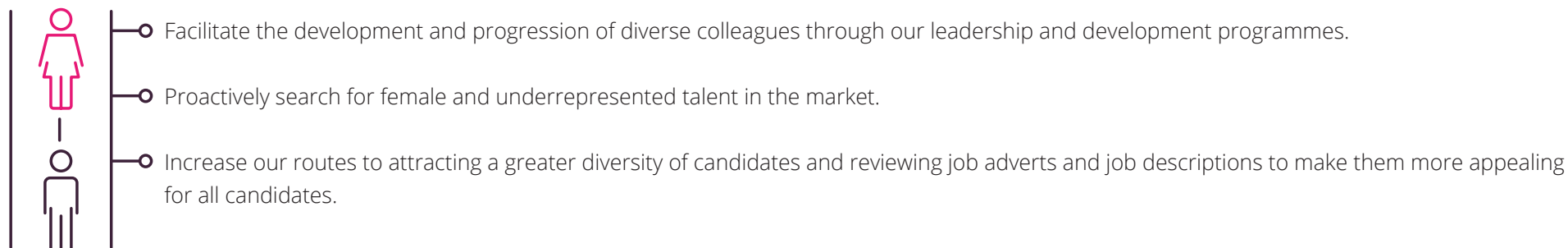
#### Inclusive Leadership and Culture

Ensure leaders are accountable for diversity and inclusion progress.



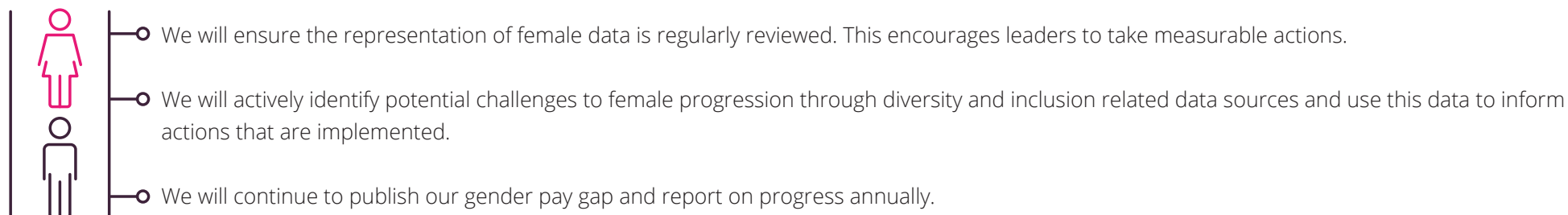
## Workforce Diversity

Attract, recruit and retain a diverse workforce achieving our inclusion commitments and goals.



## Data Transparency and Accountability

Deliver our inclusion commitments and goals through data driven insights.



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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