



Gender Pay Gap Report

November 2019

Introduction



We are passionate about ensuring that everyone is treated equally, regardless of their background, race, ethnicity or gender.

We have reported on our gender pay gap for legal entities within the Torus Group, which employ more than 250 people.

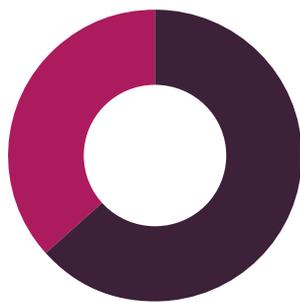
In January 2019, Liverpool Mutual Homes joined forces with Torus to create a new larger Group. Since the formation of Torus Group, we have undertaken a change management programme, to ensure that we have a structure fit for the future. At present there will be people on differing terms and conditions due to TUPE. We are in a continuing period of transition and throughout this maintain our ethos of ensuring that we treat everyone fairly and support them in achieving their potential.

As at the snapshot date of 5th April 2019, Torus had 701 employees. We have included the bonuses of those employed by Torus as at 5th April 2019 and details of the bonus gap, even though bonuses may have been paid while the employees were on other PAYEs.

This is our report for the snapshot date of 5th April 2019:



63.48%
of Torus staff
are female



36.52%
of Torus staff
are male



The gender pay gap is the difference in the average pay and bonuses of men and women across the organisation. Although we are confident that we have equal pay for work of equal value, we do have a gender pay gap when we compare the overall average pay for men and women.

Hourly rates of pay



Mean gender pay gap

14.9%

Difference of £2.63 per hour



Median gender pay gap

10.7%

Difference of £1.66 per hour

* Pay data is from the April 2019 payroll and includes full pay relevant employees, ie. those who are not on reduced pay due to leave i.e. sickness or maternity.

Bonus



Mean gender bonus gap

-21.0%

Difference of £43.30



Median gender bonus gap

-52.9%

Difference of £76.50

Bonus data is based on bonus payments for the 12 months previous to 5th April 2019.



4 males** and **5 females*** received a bonus.

Bonuses paid were for long service and incentives for suggestions. Incentives have also been paid to relevant employees as compensation for the ending of specific terms and conditions.

***1.1%** The proportion of female employees receiving a bonus

****1.6%** The proportion of male employees receiving a bonus



Quartiles

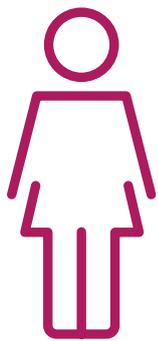
Below is the summary split of where males and females sit in terms of the quartile bands. We have split them into four equal bands to give us our quartiles A, B, C and D.

Band	Men	Women	Description
A	24.3%	75.7%	Includes all employees whose hourly rate places them at or below the lower quartile.
B	25.3%	74.7%	Includes all employees whose hourly rate places them above the lower quartile but at or below the median.
C	40.8%	59.2%	Includes all employees whose hourly rate places them above the median but at or below the upper quartile.
D	57.1%	42.9%	Includes all employees whose hourly rate places them above the upper quartile

The above table shows that there is a higher proportion of women in Bands A, B and C, whereas Band D has a higher percentage of men.

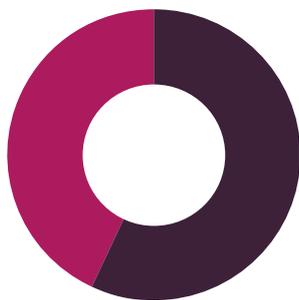
What are the underlying causes of our gender pay gap?

Women are under-represented in more senior roles at Torus. Our workforce gender split is **63.48% (445) women** and **36.52% (256) men**. However women represent only 42.9% of the upper quartile of our pay bands.



42.9%

Women in the upper quartile pay band



57.1%

Men in the upper quartile pay band



How does Torus gender pay gap compare with other organisations?

At 14.9%, Torus' mean gender pay gap was lower than the average from National Statistics (ASHE 2018), which was 17.9%.

Current Actions regarding Pay within the Torus Group

The challenge across Torus Group and across the UK is to eliminate any gender pay gap. Producing this gender pay gap report aids the monitoring and we are committed to ensuring the gender pay and gender bonus gaps are closed further. We know that our approach to pay and bonus is gender neutral in design and roles are being benchmarked during both restructure programmes and when new vacancies arise.

We positively embed equality and diversity, with the aim of ensuring there is a good balance of males and females working across levels and functions and will continue to be proactive in encouraging everyone, regardless of gender, to pursue any role.

Succession plans will be reviewed to encourage the development and progression of women into more senior roles. The Group will also continue to encourage flexible working across the organisation, in every role, at every level, to ensure that our staff have the opportunity to work in a way that works best for their career aspirations and home life.

I confirm that the data reported is accurate.

A handwritten signature in black ink, appearing to read 'Penny Aspden', followed by a period.

Penny Aspden
Group Organisational Development Director