

## Gender Pay Gap Summary Data

On 5<sup>th</sup> April 2017 Adactus Housing Group employed more than 250 people, which means they are subject to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Adactus Housing Group is therefore required to publish details of its gender pay gap inline with the reporting requirements, our findings are detailed below.

Mean average hourly pay gap		
Male	Female	Mean Gap*
£15.32	£16.36	- 6.79 %
Median average hourly pay gap		
Male	Female	Median Gap*
£12.62	£14.04	- 11.25 %

Mean average bonus pay gap		
Male	Female	Mean Gap*
£383.93	£390.77	- 1.78 %
Median average bonus pay gap		
Male	Female	Median Gap*
£400.00	£400.00	0.00 %
Bonus pay gender proportion (%)		
Male		Female
80.66 %		81.69 %

Lower Quartile (%)		Lower middle Quartile (%)		Upper middle Quartile (%)		Upper Quartile (%)	
Male	Female	Male	Female	Male	Female	Male	Female
65.21	34.78	65.21	34.78	52.17	47.82	57.97	42.02

- The report is based on Adactus Housing Group (AHG) employees only, its subsidiaries are not included (AHA & CCH).
- The report includes 276 full pay relevant employees not all AHG employees.
- The gender split for the data pool is 60.14 % men (166) and 39.86 % women (110).
- Bonus payment includes – annual bonus payments (payments received instead of increments), goodwill payments and legion of honour. Goodwill payments are also based on hours per week and service which accounts for the small difference within the overall mean figures.

\*A negative number means the bias is towards Women, a positive number means the bias towards Men.