

Jigsaw Homes Group

Gender Pay Gap Analysis 2025/26

April 2026

www.jigsawhomes.org.uk



We are pleased to publish our 2025/26 Gender Pay Gap Report, which provides an overview of our gender pay gap and highlights our continued commitment to equality, diversity and inclusion across the organisation.

While we recognise that addressing pay gaps requires ongoing effort, this year's results demonstrate the positive impact of our people-focused policies, inclusive recruitment practices, and commitment to fair reward.

We remain dedicated to creating an environment where everyone has equal opportunities to develop, progress and be recognised for their contributions.

Brian Moran



Group Chief Executive

The information within this document details the reportable Gender Pay Gap data for financial year 2025-26.

For the Group's own purposes, pay gaps have been calculated for employees of a UK minority ethnicity and those with disabilities.



1. Reportable Data

Hourly Gender Pay Gap

	Male	Female	Gap
Mean 2026	£22.67	£21.40	5.61%
Mean 2025	£21.36	£20.01	6.3%
Mean 2024	£20.90	£19.40	7.2%
Mean 2023	£20.03	£18.86	5.8%
Median 2026	£20.73	£18.96	8.57%
Median 2025	£19.74	£17.73	10.2%
Median 2024	£19.32	£16.92	12.4%
Median 2023	£18.58	£16.27	12.4%

Bonus Gender Pay Gap

	Male	Female	Gap
Mean 2026	£375.43	£373.59	0.49%
Mean 2025	£372.94	£365.47	2.0%
Mean 2024	£356.27	£369.69	-3.77%
Mean 2023	£361.99	£334.76	5%
Median 2026	£400	£400	0%
Median 2025	£400	£400	0%
Median 2024	£400	£400	0%
Median 2023	£400	£400	0%

1. Reportable Data

Bonus Pay Gender Proportion Receiving Bonus

	Male	Female
2026	94.25%	84.25%
2025	92.9%	88.6%
2024	92.2%	85.4%
2023	96.4%	96.4%

Proportion of Males/Females Within Each Quartile 2026

Quartile	Gender	2026 %	2025 %
Lower	Female	52.92	54.1
	Male	47.08	45.9
Lower Middle	Female	42.41	41.6
	Male	57.59	58.4
Upper Middle	Female	37.35	42.4
	Male	62.65	57.6
Upper	Female	41.02	37.7
	Male	58.98	62.3

Overall reportable gender split:
43.43% women (2025: 44%) and 56.57% men (2025: 56%)

2. Further Diversity Pay Analysis

Hourly Ethnicity Pay Gap

	White British	UK Minority Ethnic	Gap
Mean 2026	£22.17	£21.75	1.92%
Mean 2025	£20.82	£20.72	0.5%
Median 2026	£20.45	£20.63	0.91%
Median 2025	£19.24	£19.70	-2.3%

The analysis is based on the employees within the reportable gender pay gap group (i.e. employees of the Group parent).

2. Further Diversity Pay Analysis

Hourly Pay Gap for Employees With/Without a Disability

	Employees without a disability	Employees with a disability	Gap
Mean 2026	£22.21	£21.40	3.64%
Mean 2025	£20.81	£20.78	0.1%
Median 2026	£20.46	£20.39	0.36%
Median 2025	£19.44	£18.38	5.8%

All Staff Ratio of the Highest Hourly Pay to That of the Median.

Percentile	50
2026 Ratio	7.6
2025 Ratio	7.7

The analysis is based on the employees within the reportable gender pay gap group (i.e. employees of the Group parent).

Creating homes. Building lives.

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