

Gender Pay Gap 2025

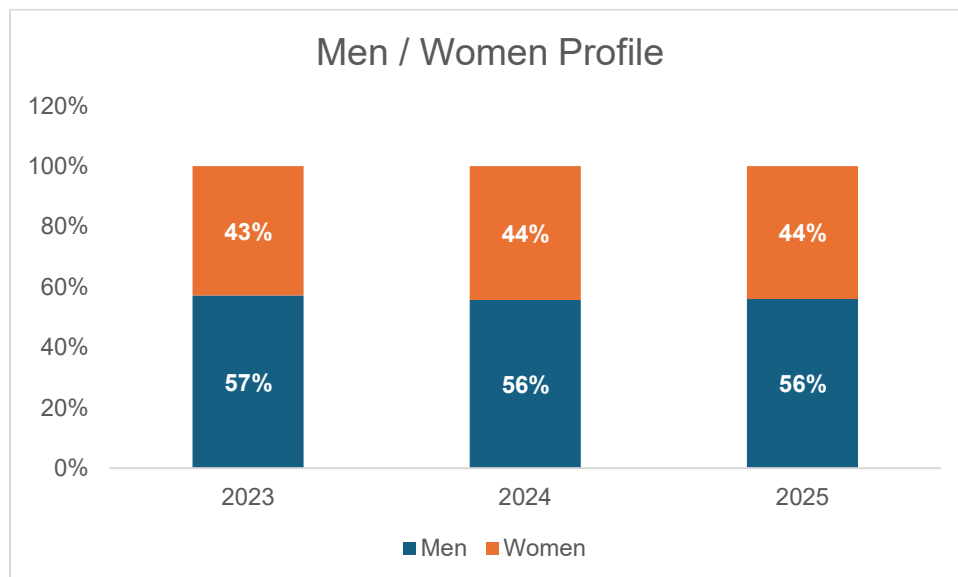
Background

Gender Pay Gap (GPG) legislation developed by the Government Equalities Office and introduced in April 2017 requires all employers with 250 or more employees to report annually on their gender pay gap.

The gender pay gap shows the difference in the average pay between men and women in the workforce.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Gender Profile



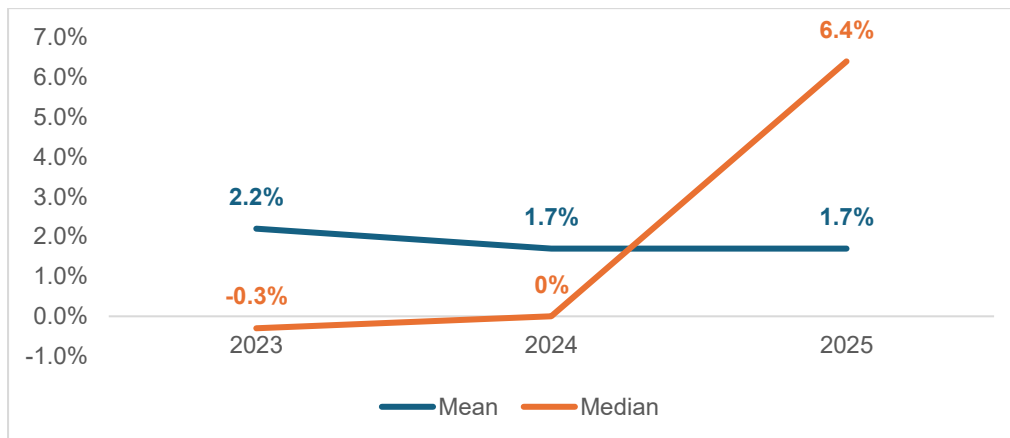
Gender Pay Gap

The gender pay gap is reported using two types of averages, mean and median. A mean average involves adding up all the numbers and dividing the result by how many numbers were in the list. A median average involves listing all the numbers in numerical order, with the median average being the middle number.

In 2024, the UK mean average was 13.1% and the median is 14.3%.

Plus Dane Housing

The graph below illustrates the pay gap over the last three years which are significantly below the national averages:



UK mean average was 13.1% and the median is 14.3%.

Early analysis of data indicates the reason for the increase in median pay gap is linked to:

- An increase in women paid at lower middle pay quartile (24% increase from 2023/24)
- An increase in men paid at upper middle pay quartile (21% increase)

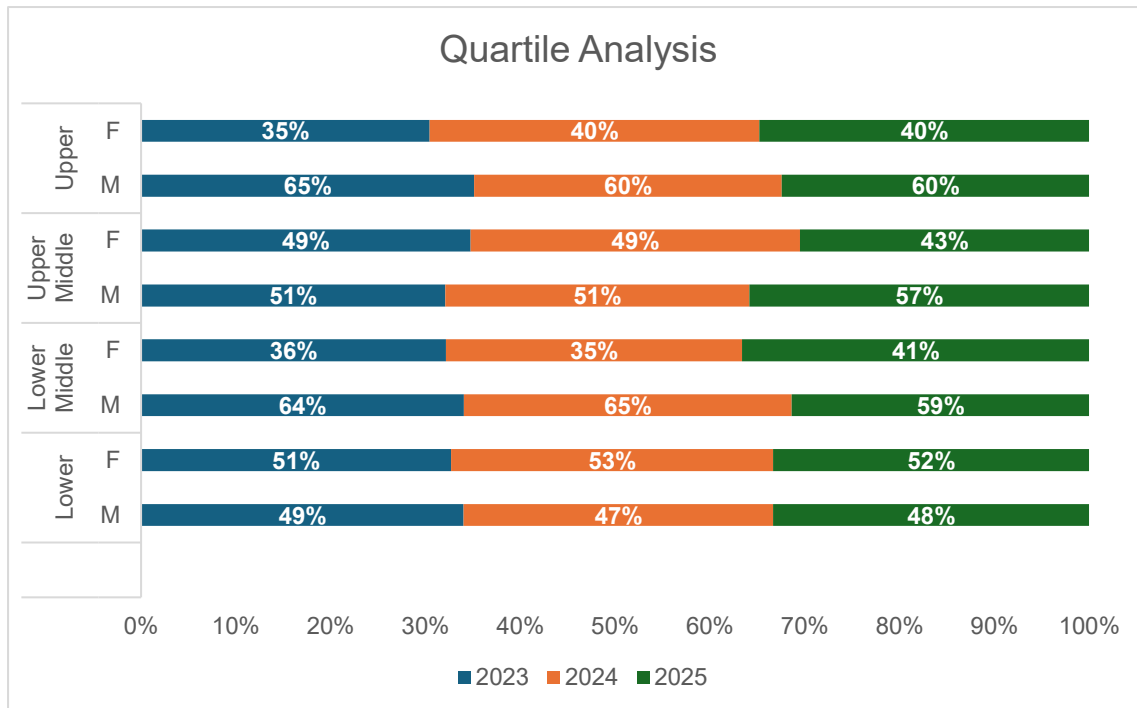
As such whilst both above factors illustrate increases, the men increase is at the higher pay level thus increasing the median pay gap.

Further analysis will be undertaken to validate the early indicators.

As pay award and appointment salaries are the only mechanisms available to impact the pay gaps, the People Team will ensure the gaps are factored into pay award modelling for 2025/26 and the pay award framework which will determine how appointment salaries will be decided.

Pay Quartiles Profile

The graph below illustrates the gender profile in relation to pay quartile position:



Bonus Gaps

Plus Dane do not offer bonuses but do make awards for length of service. A total of 67 awards were made in 2024/25, with 38% to women. The mean average illustrates that awards were 3.2% higher for women. Reason for difference is that women received more higher amounts as our awards differ based on length of service.

The bonus gap is:

Mean	-3.2%
Median	0%

Summary

Overall, the pay and bonus gaps are significantly lower than UK averages and illustrate our commitment to EDI and pay equality in Plus Dane. However, there is more analysis required to validate the reasons behind the increase in the median gender pay and we will ensure that our pay award proposals, appointment salaries, new pay framework proposals and benefits review continue to consider pay gap and EDI impacts.