



HOMES FOR STUDENTS

GENDER PAY GAP



INTRODUCTION

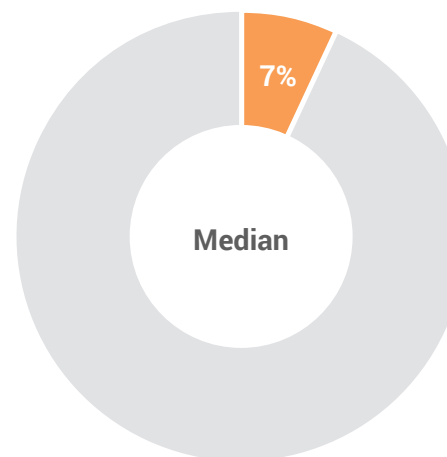
Homes for Students is required by law to publish an annual gender pay gap report. The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Diversity and inclusion are at the heart of everything we do, and we want to ensure all colleagues in our business feel supported in their development at all stages of their journey with us. We believe the positive figures in this report support this. While Homes for Student's gender pay gap compares favourably with organisations across the whole UK economy, this is not a subject about which we are complacent, and we are committed to doing everything that it can to reduce the gap.

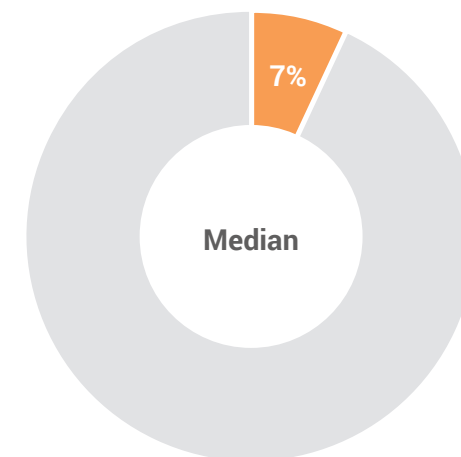
We have seen improvement across all areas since last year. There are three key factors that drive this:

- **A focus on progression:** Homes for Students has a good structure in place for progression of women within the workplace, as evidenced by the number of women at all levels of the business with a greater proportion of women in the upper quartile. The continued success of our Springboard to Success Programme has created opportunities for employees in the lower quartile, which is predominately female, to increase their existing skillset and provide them with the tools for future development.
- **Workplace flexibility:** Homes for Students has a robust flexible working policy in place, encouraging all employees to work flexibly where possible. We will continue to be committed to flexible working practices so that women can develop in their roles without jeopardising important family time.
- **Sustaining an inclusive culture:** Homes for Students is led by leaders who, support by Together is Better, our Diversity and Inclusion group, value diverse talent and help to build a workplace where colleagues feel supported and comfortable.

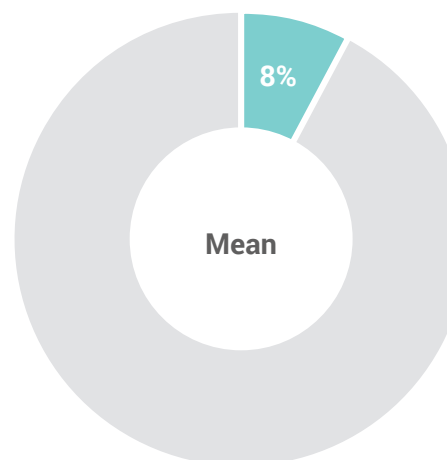
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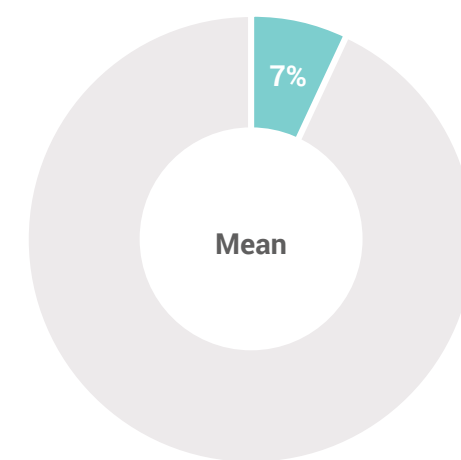
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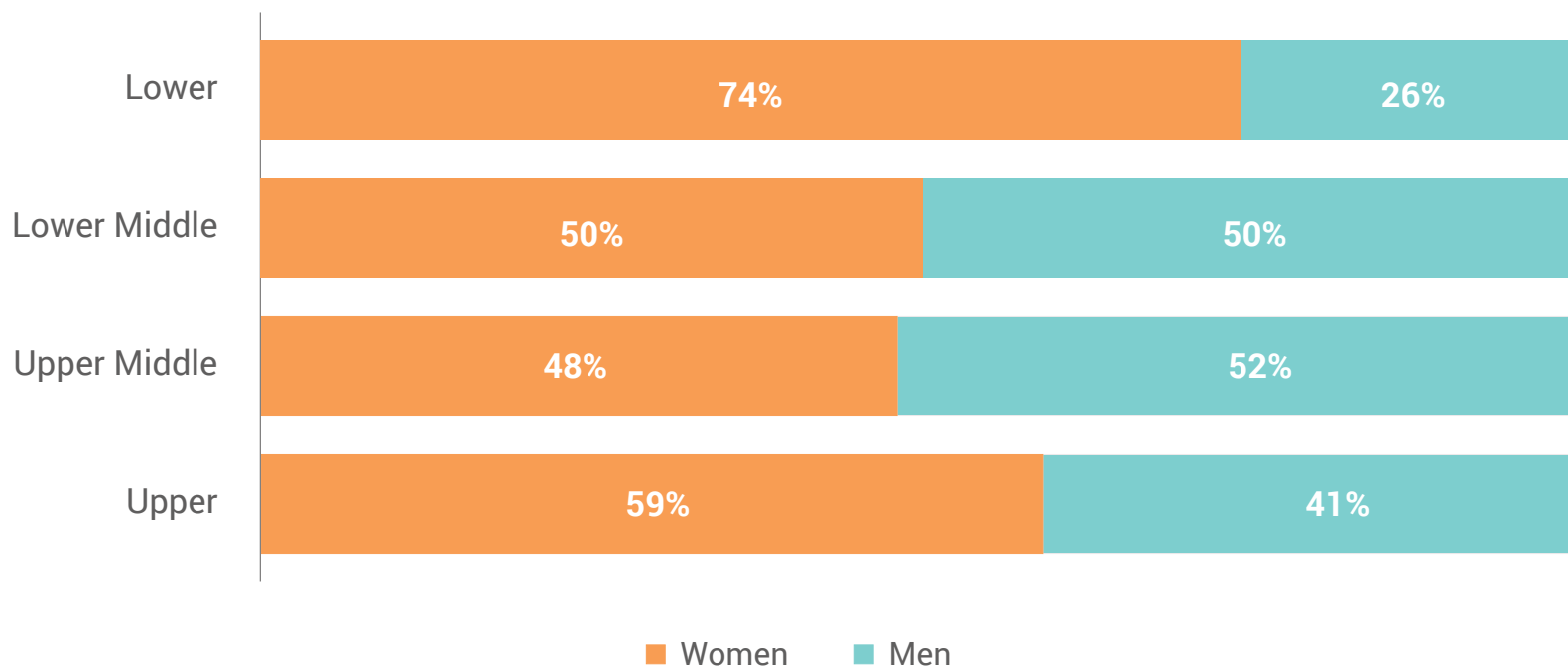


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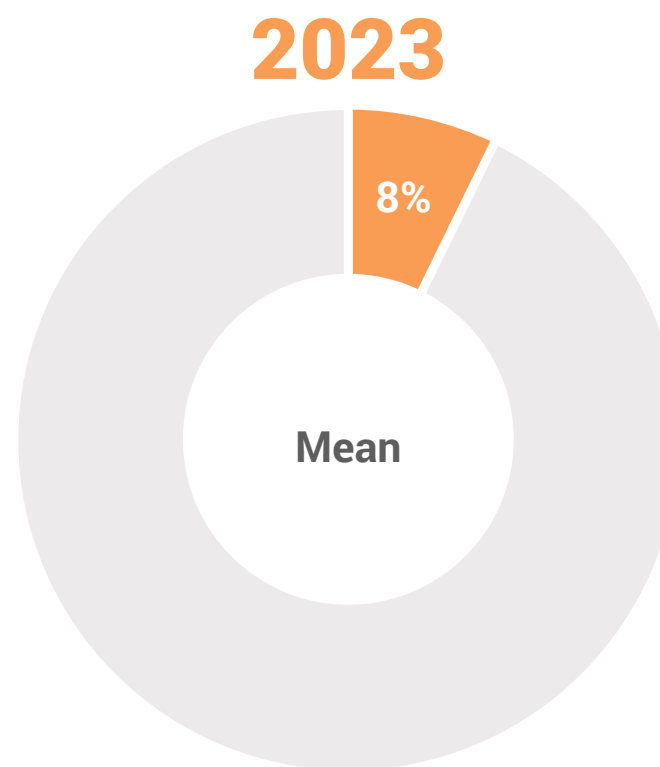
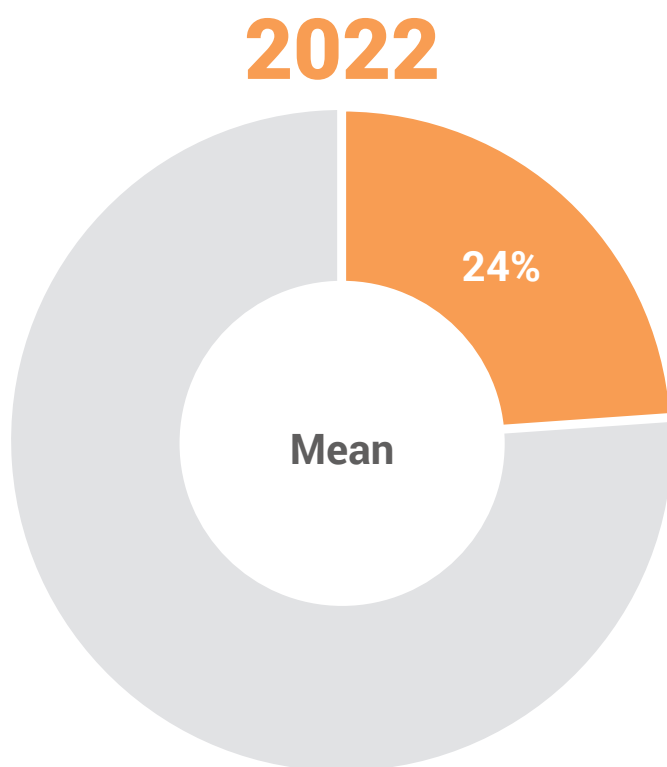
PAY QUARTILES

The proportion of male and female employees has been split into quartile bands based on their basic pay. The banding illustrates the larger proportion of women in senior leadership roles, despite these being roles dominated nationally by men. Conversely, the banding shows that there is a gap in the lower quartile, reflecting the number of women in housekeeper roles, a traditionally female-dominated profession. The differences in the middle quartiles are encouragingly low.



BONUS PAY GAPS

The figures show the percentage difference in bonus payments made to men and women. The bonus gap has improved significantly since last year, mirroring our improvement across the board.





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