



Housing@21

**Ethnicity Pay  
Gap Report  
2021**

# Ethnicity Pay Gap Report 2021

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The practise of mandatory ethnicity pay gap reporting has been oft-discussed within government of recent years and I am very proud that we are an organisation that commits to publishing our results and progress voluntarily, without waiting for it to become legislation. We aim to become recognised as an overt champion for respect and inclusion, with the diversity of our people and residents fundamentally important to our success and producing an ethnicity pay gap is absolutely an action in support of that vision.

Our mean ethnicity pay gap is -5.3% and the median gap is -9.5%, suggesting that Black, Asian and minority ethnic colleagues are, on average, paid more than their White British counterparts. However, we know that the low submission rates from our employees on their ethnicity data has a big part to play in those figures and it is a paramount priority of ours to increase the data that we hold so that future reports can be more accurate.

Older people in England are becoming far more diverse and, in order to meet their changing needs, it is important for us to make sure that diverse perspectives and experiences influence our decision making. Whether an employee, resident or partner, everyone should feel they have a home with us. We know that Housing 21 is a great place to work and that we will constantly need to change and challenge ourselves to keep it that way



**Bruce Moore**  
Chief Executive



# The pay gap explained

The ethnicity pay gap shows the difference in the average hourly rate of pay between Black, Asian and minority ethnic and White British individuals in an organisation, which is then expressed as a percentage of the average White British employee's earnings.

Notably a pay gap is not the same as equal pay. Under the Equality Act 2010 it is unlawful to discriminate against employees because of their race or ethnicity. People from Black, Asian and minority ethnic backgrounds are, by law, entitled to equal pay in the workplace.

There is some debate over what ethnicities should be included as part of an ethnicity pay gap. We have chosen to follow the Government's advice on writing about ethnicity, whereby the term 'ethnic minorities' is used to refer to all ethnic groups except White British.

We have chosen to use the same calculation methods as set out by the Government for gender pay gap reporting for our mean and median ethnicity pay gap.

## The ethnicity of our workforce and our ethnicity mean and median pay gap:

### Ethnicity Profile of Housing 21

Ethnic origin	Total	%
White British	2311	66.7%
Other Ethnicity	405	11.7%
Unknown	752	21.7%

### Ethnicity Pay Gap for Housing 21

	% Gap Other Ethnicity	% Gap Unknown
Mean	-5.3%	6.8%
Median	-9.5%	-0.2%

## Our mean and median ethnicity gaps per business stream:

### Ethnicity Pay Gap by Business Stream

	% Gap other ethnicity	% Gap unknown
Retirement Living Mean	-7.7%	3.8%
Extra Care Mean	1.4%	2.9%
Corporate Mean	20.9%	19.8%

### Ethnicity Pay Gap by Business Stream

	% Gap other ethnicity	% Gap unknown
Retirement Living Median	-26.5%	9.8%
Extra Care Median	-4.1%	-0.9%
Corporate Median	35.5%	35.7%

# Data Monitoring

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Our first organisational priority is to make a comprehensive and concerted effort to improve the quality monitoring data that we hold on our employees. Our current submission rate is low, at 78.4% and, therefore, impacts upon the accuracy of our pay gap data. Although at first glance it would appear as though we do not have an ethnicity pay gap, we don't believe this to be true. We have set a target for **95%** of our employees to have completed their equality monitoring data, which will make future iterations of this report far more accurate.

# Strategy

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We are currently embarking on a new Respect and Inclusion Strategy, one of the priorities of which is to create an inclusive working culture. Within this we will be looking at how we can make our recruitment more inclusive by prising out bias. We will also be looking at the pathways to progression for our diverse employees to ensure we are doing the best for our people and giving everyone the chance to succeed. We are also going to be launching a project to identify and celebrate our diverse employees, so that we have visible role models across the organisation.

