



# GENDER PAY GAP REPORT 2017



**Better Homes  
Better Lives**

## HERE AT FORTIS LIVING...



There are  
**694** colleagues



**46.3%**  
are female

**53.7%**  
are male

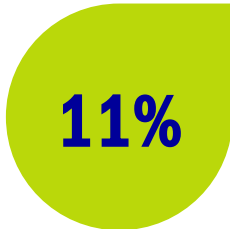


Our  
median  
gender  
pay gap is  
**7.1%**

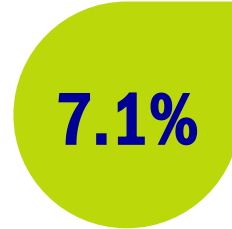
Compared to  
the UK median  
gender pay  
gap of  
**9.1%**

## Hourly Rates of Pay

Our **MEAN** gender pay gap is



Our **MEDIAN** gender pay gap is



## Bonus

Here are details of those eligible for a bonus and the payments made.



**39.1%**  
receive a bonus

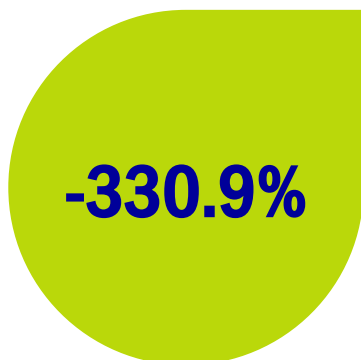


**0.6%**  
receive a bonus

Our **MEAN** difference of bonus payments between



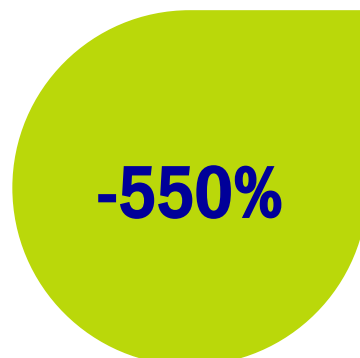
and



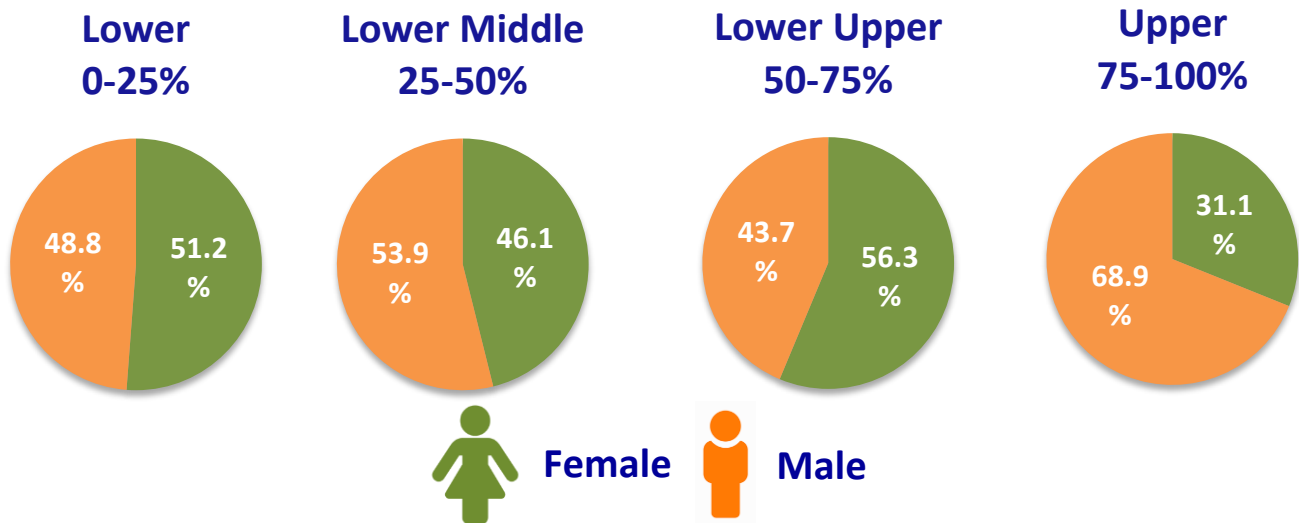
Our **MEDIAN** difference of bonus payments between



and



## Quartile Pay Bands



## More about our Gender Pay Gap

- We recognise that we cannot deliver all we need to without our people. We are committed to attracting and retaining high calibre employees who want to contribute and make a difference.
- We remunerate and reward employees fairly, regardless of their gender. All our pay rates are informed by the median quartile market information, obtained through an independent external benchmarking consultancy, and are set in line with our Remuneration Policy. The salary for a post will therefore be the same whether it is occupied by a male or female.
- The data shows that our median pay gap is 7.1%. This is less than the UK median pay gap which was reported in April 2017 to be 9.1%. Whilst this is positive to see, we will continue to work on reducing this gap further.
- Our workforce is 53.7% male and 46.3% female. There are specific areas of the business where females are currently under-represented. This is primarily in our Property Care business which is a traditionally male dominated sector. This is reflected sharply in bonus payment statistics as this is the main area of the business where bonuses are paid. This has however been recognised and the bonus for trades staff was removed, with final payments made April 2017. We are actively working to reduce gender imbalance within the business, utilising initiatives such as Women in Construction, apprenticeships and using positive action statements during recruitment campaigns.
- The difference in the upper pay quartile band is wider than the other reported quartiles, this again is largely due to roles in this pay band being male dominated industry sectors e.g. Surveyors, Skilled Trades Operatives.
- Our Leadership Team currently sees a ratio of 44% being female. We aim to reduce this gap further by encouraging female applicants to apply for leadership roles within the business.
- We will share our Gender Pay Gap information with employees and will encourage them to share their ideas on how we can close it further going forward.

**Catherine Dass**, Director of People and Performance