



# Gender Pay Gap Report

April 2023

## 1. About Torus

Torus is an ambitious and established housing group with deep roots in Liverpool, St Helens, and Warrington - and a total footprint encompassing 11 Local Authority areas.

One of the North West's largest landlords, Torus manages 40,000 homes and serves 75,000 customers. The Group mission of 'growing stronger communities' drives four entities to work together and deliver homes and services for those who need them most.

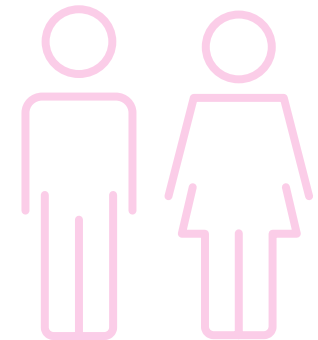
The landlord function sits at the heart of Torus and works to provide quality affordable homes and housing services that support people to live securely and independently.

The development company, Torus Developments, has a target to build 1,000 new homes a year - with a strong focus on affordable homes for rent and homeownership.

The commercial arm, HMS, is an award-winning building and maintenance contractor. Profits generated are used to fund initiatives that make a positive difference to communities and the lives of the people who live in them.

Torus' charitable arm, Torus Foundation, invests profits generated by Torus Developments and HMS into meaningful community projects that improve wellbeing, skills, and quality of life, to break down barriers and unlock potential.

The true value of the Torus model is unlocked when all four entities work together to make communities and places better.





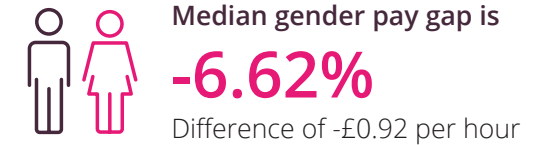
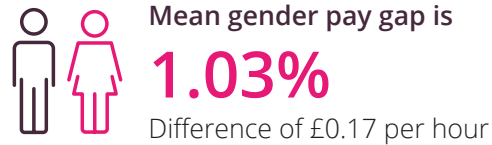
## 2. What is the gender pay gap?

The gender pay gap is the difference in the average pay and bonuses of men and women across an organisation. It is an indicator of gender equality.

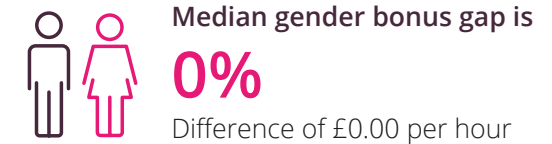
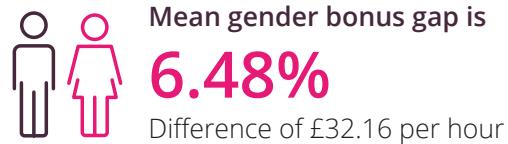
It is different to equal pay which is the right for men and women to be paid the same for work of equal value. A legal requirement, we must report on our gender pay gaps for all legal entities within the Torus Group who employ more than 250 people.

This focus of this report is Torus Landlord (Torus62 Ltd). Overall Group figures are provided for context.

### Torus Group pay gap data



### Torus Group bonus gap data



\*Pay data is from the April 2023 payroll. Full pay relevant colleagues. Those who are not on reduced pay due to leave i.e. sickness or maternity.

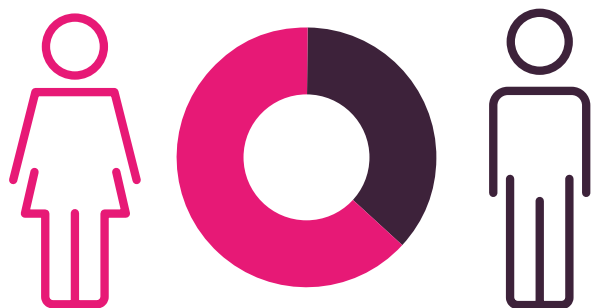
\*\*Bonus data is based on bonus payments for 12 months previous to 5th April 2023.

## 3. Torus Figures

### 3.1 People profile

As at the snapshot date of 5th April 2023, Torus had 614 colleagues.

- 65.5% of Torus colleagues are women
- 34.5% of Torus colleagues are men



### 3.2 Pay gap data



Mean gender pay gap is

**16.6%**

Difference of £3.23 per hour



Median gender pay gap is

**13.26%**

Difference of £2.27 per hour

Snapshot Date	Mean (average)	Median (middle)
5th April 2023	16.6%	13.26%
5th April 2022	17.6%	15.7%
5th April 2021	17.8%	15.4%
5th April 2020	14.8%	14.5%

\*Pay data is from the April 2023 payroll. Full pay relevant colleagues. Those who are not on reduced pay due to leave i.e., sickness or maternity.

### 3.3 Bonus gap data



Mean gender bonus gap is

**5.11%**

Difference of £25.43



Median gender bonus gap is

**0%**

Difference of £0.00

Snapshot Date	Mean (average)	Median (middle)
5th April 2023	5.11%	0%
5th April 2022	0%	0%
5th April 2021	-0.6%	0.0%
5th April 2020	44.5%	44.5%

\*Bonus data is based on bonus payments for 12 months previous to 5th April 2023.



Bonuses were paid to all those colleagues employed by Torus on 1st December 2022, to support them with the rising cost of living. Bonuses for part-time colleagues were on a pro-rata basis, which has led to the Mean Bonus Pay Gap.

377 women and 189 men received a bonus.

**93.8%** The proportion of women receiving a bonus

**89.2%** The proportion of men receiving a bonus

### 3.4 Quartiles data

Below is the summary split of where men and women sit in terms of the quartile bands.

They have been split into four equal bands to provide the quartiles A, B, C and D.

Band	Men	Women	Description
A	24.14%	75.86%	Includes all colleagues whose hourly rate places them in the lower quartile.
B	28.28%	71.72%	Includes all colleagues whose hourly rate places them in the lower middle quartile.
C	38.62%	61.38%	Includes all colleagues whose hourly rate places them in the upper middle quartile.
D	51.72%	48.28%	Includes all colleagues whose hourly rate places them in the upper quartile.

The above table shows there is a higher proportion of women in Bands A, B and C, whereas D has a higher percentage of men



## 4. Understanding our figures

At 16.6%, the mean gender pay gap is higher than the national average of 14.9% (ONS (Office for National Statistics) (Office for National Statistics), 2022); however, it should be noted that the figure has marginally decreased by 1% when compared with last year. We recognise tackling the gap is a long-term goal and are continuing to take direct action to drive it down – please see Section 5 of this report.





## 4.1 Proportionality

As highlighted in Section 3.1 'People profile,' Torus' workforce contains most women.

Despite a higher proportion, women are overrepresented in less senior roles. Our workforce gender split for full-pay relevant colleagues is 64.3% (373) women and 35.7% (207) men; however, women, represent 75.9% of the lower quartile and 48.3% of the upper quartile of our pay bands. The percentage of women in the upper quartile has decreased from last year by 1.4%, however the percentage in the lower quartile has also decreased by 7.1%, which supports the decrease in our gender pay gap.

 **48.3%**  
Women in the upper quartile pay band

 **51.7%**  
Men in the upper quartile pay band

## 4.2 Management

 **17.4%**  
of women were managers in 2022  
**17.4%**  
of women were managers in 2023

 **26.0%**  
of men were managers in 2022  
**25.5%**  
of men were managers in 2023

Despite the lower numbers of men within Torus, they do make up the higher proportion that have either been promoted to managers or recruited into managerial positions. This supports the existence of our gender pay gap. However, there has been a decrease in the proportion of managers who are men, with the proportion of women remaining static, resulting in a decrease in our gender pay gap.

## 5. Our actions

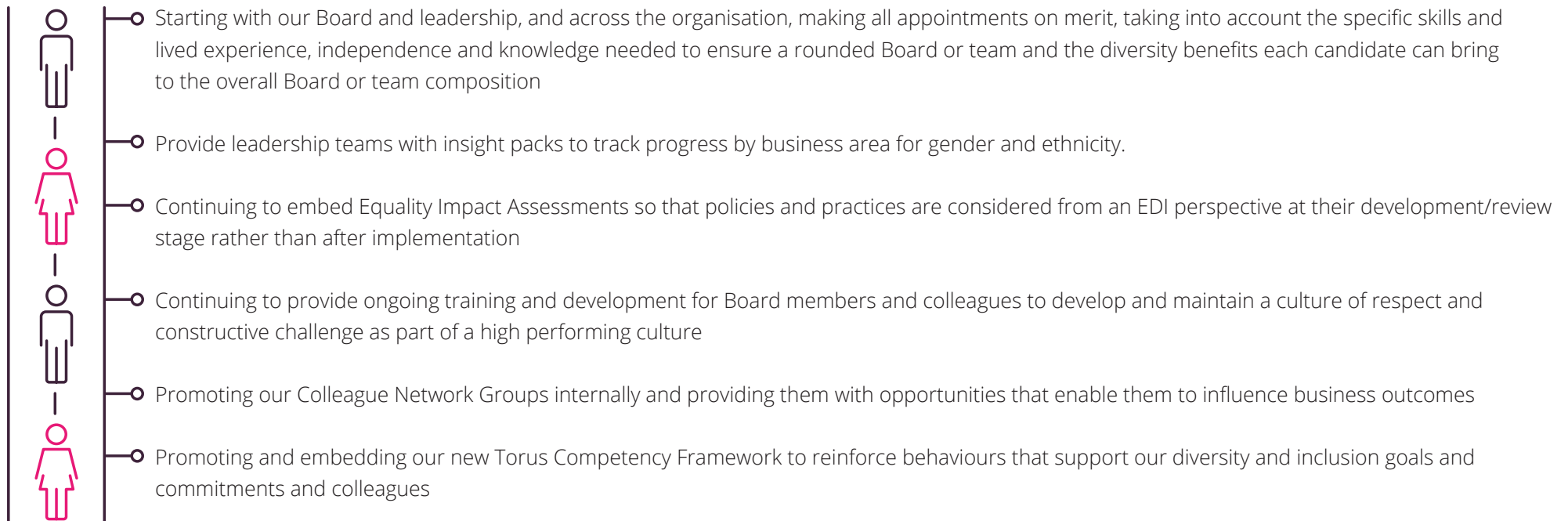
Torus recognises that women are underrepresented in managerial roles, despite there being more women representation within Torus. We remain committed to taking action that ensures we improve gender representation and in doing so reduce the gender pay and bonus gaps.

We have created a roadmap of activity that reflects our commitments:

### 5.1 A roadmap to success


#### Inclusive Leadership and Culture

Ensure leaders are accountable for diversity and inclusion progress.




## Workforce Diversity

Attract, recruit and retain a diverse workforce achieving our gender and inclusion ambitions.

- 
- Facilitate the development and progression of diverse colleagues through our leadership and development programmes: Emerging Leaders and the 'One Torus' Management Development Programme.
  - Proactively search for female and underrepresented minority talent in the market.
  - Increase our routes to attracting a greater diversity of candidates and reviewing job adverts and job descriptions to make them more appealing for all candidates

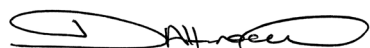
## Data Transparency and Accountability

Deliver our diversity and inclusion ambitions goals and commitments through data driven insights.

- 
- We will ensure the representation of female data is regularly reviewed. This encourages leaders to take measurable actions
  - We will actively identify potential challenges to female progression through diversity and inclusion related data sources and use this data to inform actions that are implemented
  - We will continue to publish our gender pay gap and report on progress annually

This report has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and I can confirm that the information and data provided in this report is accurate and in line with mandatory requirements.

I confirm that the data reported is accurate.



**Debbie Attwood**

Group People Director



1 Old Haymarket  
Liverpool  
L1 6RA

**call** 0800 678 1894  
**email** [info@torus.co.uk](mailto:info@torus.co.uk)  
**web** [www.torus.co.uk](http://www.torus.co.uk)