



DETAILED GENDER AND ETHNICITY PAY GAP REPORT 2024

(see Infographics in attached Appendix for summary of findings)

Gender Pay Gap Report – 2024

What is the Gender Pay Gap?

- The gender pay gap shows the difference in the average pay between female colleagues, compared to male colleagues. This is measured using mean and median averages.
- Where there is a positive percentage, this means that the pay of males is higher than that of female colleagues. The higher the percentage, the greater the gender pay gap. A negative pay gap means that the average pay of females is higher than male colleagues.

Employers of more than 250 colleagues are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

For the purposes of this report, 'gender' is defined by the sex of an individual as registered at birth.

emh homes and emh care and support each employ more than 250 colleagues, therefore emh are required to report these companies separately. Figures for emh homes, emh care and support and emh (all companies) have been produced and published from April 2017. See chart below for the Mean Gender Pay Gap from 2019 - 2024.

Mean Gender Pay Gap 2019 - 2024

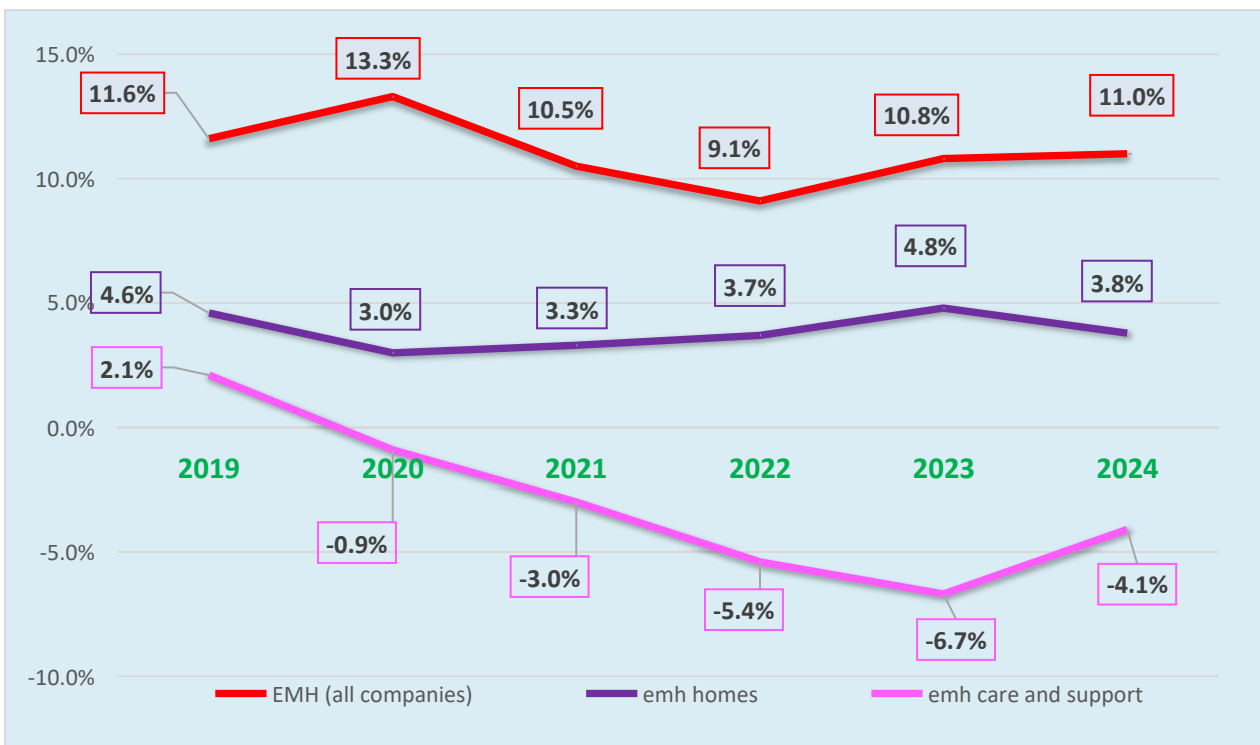




Table 1: The table below shows the gender pay gap calculations for emh (all companies), emh homes and emh care and support. It highlights the difference between the average earnings of men and women between April 2022 to April 2024.

Calculation	2024 emh - all	2023 emh - all	2022 emh - all	2024 emh homes	2023 emh homes	2022 emh homes	2024 emh care and support	2023 emh care and support	2022 emh care and support
Mean gender pay gap	11.0%	10.8%	9.1%	3.8%	4.8%	3.7%	-4.1% (minus)	-6.7% (minus)	-5.4% (minus)
Median gender pay gap	13.1%	13.1%	9.0%	2.9%	1.7%	1.5%	0%	0%	0%
Mean bonus * gender pay gap	-7.1% (minus)	1.0%	21.9%	2.1%	3.0%	25.7%	0%	0%	-100% (minus)
Median bonus * gender pay gap	0%	0%	0%	0%	0%	33.0%	0%	0%	-100% (minus)
Percentage who receive a bonus	5.8% Male 8.0% Female	79.2% Male 77.1% Female	62.3% Male 33.8% Female	7.0% Male 17.9% Female	86.6% Male 83.2% Female	90.8% Male 82.3% Female	0% Male 0% Female	78.9% Male 75.3% Female	0.0% Male 0.4% Female

* - NOTE – In 2022 and 2023, bonuses were largely made up of colleagues receiving Non-Consolidated Payments and/or IDOACE awards. In 2024, the number of colleagues receiving bonuses reduced as these were only made up of colleagues receiving IDOACE awards.



Table 2: The table below shows the proportion of males and females in each quartile pay bracket, between April 2022 and April 2024

Pay Quartile	2024 emh - all	2023 emh - all	2022 emh - all	2024 emh homes	2023 emh homes	2022 emh homes	2024 emh care and support	2023 emh care and support	2022 emh care and support
A Lower pay quartile (emh)	Male (33.2%)	Male (32.0%)	Male (29.6%)	Male (28.4%)	Male (20.0%)	Male (38.0%)	Male (27.8%)	Male (26.3%)	Male (28.8%)
	Female (66.8%)	Female (68.0%)	Female (70.4%)	Female (71.6%)	Female (80.0%)	Female (62.0%)	Female (72.2%)	Female (73.7%)	Female (71.2%)
B Lower middle pay quartile (emh)	Male (28.6%)	Male (30.6%)	Male (32.8%)	Male (61.8%)	Male (65.3%)	Male (62.0%)	Male (27.8%)	Male (26.3%)	Male (23.3%)
	Female (71.4%)	Female (69.4%)	Female (67.2%)	Female (38.2%)	Female (34.7%)	Female (38.0%)	Female (72.2%)	Female (73.7%)	Female (76.7%)
C Upper middle pay quartile (emh)	Male (51.7%)	Male (50.8%)	Male (51.0%)	Male (64.4%)	Male (64.4%)	Male (53.0%)	Male (26.5%)	Male (26.3%)	Male (23.1%)
	Female (48.3%)	Female (49.2%)	Female (49.0%)	Female (35.6%)	Female (35.6%)	Female (47.0%)	Female (73.5%)	Female (73.7%)	Female (76.9%)
D Upper pay quartile (emh)	Male (48.1%)	Male (48.4%)	Male (43.5%)	Male (62.4%)	Male (62.4%)	Male (60.6%)	Male (14.4%)	Male (14.7%)	Male (16.5%)
	Female (51.9%)	Female (51.6%)	Female (56.5%)	Female (37.6%)	Female (37.6%)	Female (39.4%)	Female (85.6%)	Female (85.3%)	Female (83.5%)



Gender Pay Gap Report – emh 2024

emh (all companies)

Mean Gender Pay Gap

The data for emh (all companies) shows that the pay gap increased from 9.1% in 2022, to 10.8% in 2023 and to 11.0% in 2024. This represents the highest pay gap for emh since 2020 (13.3% in favour of male colleagues).

emh homes reported a reduction in its pay gap in favour of male colleagues in 2024 (3.8%) compared to 2023 (4.8%). This was with the backdrop of increases for three years in succession between 2020 and 2023 (moving from 3.0% in 2020 to 4.8% in 2023).

For emh care and support, the average male pay compared to female pay decreased for the fourth consecutive year between 2019 (2.1% in favour of male colleagues) to -6.7% (minus) in favour of female colleagues in 2023. In 2024, this trend was reversed and the gap narrowed to -2.1% (minus) in favour of female colleagues.

Median Gender Pay Gap

The pay gap for emh (all companies) increased to 13.1% in 2023 from 9.0% in 2022. The pay gap recorded in 2024 was the same as the previous year, 13.1% in favour of male colleagues. This has returned to a similar level recorded in 2021 (13.3%). Whilst there continues to be no change for emh care and support (0% since April 2017), emh homes has experienced consecutive increases in favour of male colleagues, in the median pay gap between 2022 and 2024 (1.5% to 2.9% respectively). This is still lower compared to levels recorded for emh homes in 2021 (8%), 2020 (9.6%) and 2019 (10.6%).

Gender representation

59.7 % of all colleagues in emh are female. When reviewing each pay quartile and the proportion of men and women in each, in the lower quartile, 66.8% of colleagues are female, compared to 51.9% in the upper quartile. This disproportionate distribution of female colleagues is one of the factors driving the gender pay gaps. The widening of the mean gender pay gap in 2024, can be partially attributed to the proportion of female colleagues in the upper half of pay, reducing by 0.3% since 2023, with the backdrop of another reduction of 2.4% between 2022 and 2023. In addition, the proportion of female colleagues in the lower half of pay increased in 2024 by 0.4%, compared to 2023. (See Table 2 above)

In addition to the disproportionate distribution of female colleagues in the upper half of pay groups, the gender pay gap for senior and 2nd line managers in emh, was recorded at 10.1% in favour of male colleagues (a reduction from 14.1% in 2023). Although, the gender pay gap for 1st line managers was closer to parity (1.2% in 2024, reducing from 2.9% in favour of male colleagues in 2023), this wider gap for senior and 2nd line managers is another potential factor in the overall gender pay gap results for emh. In terms of gender distribution amongst managers, this has fallen for female colleagues since 2022. Although 55.9% of 1st line managers are female (fallen from 59.7% in 2023), the proportion of female senior and 2nd line managers has fallen from 59% in 2022, to 54.5% in 2023, to 48.4% in 2024.



emh group

Mean Gender Pay Gap

To analyse the overall increase in the pay gap for all companies, emh group as a single employer is reviewed separately. At emh group the pay gap for 2024 was 19.7% (increase from 18.0% in 2023) in favour of male colleagues. This was lower than the 20.2% pay gap recorded in 2022 but an increase from 16.8% in 2021. The mean gender pay gap for emh group in 2024 has now overtaken Midlands Rural (18.9%) as having the largest mean gender pay gap within all of the emh companies.

Median Gender Pay Gap

The median pay gap was 0.0% in 2024, therefore achieving parity. This was a reduction from 7.6% in favour of male colleagues in 2023 and 7.8% in 2022.

Gender Representation

59% of colleagues working in emh group are female (-reduction from 63% in 2023), however, the gender split and mean pay gap by department does vary. For example:

- Corporate Services consists of a 79.4% female population and recorded a mean pay gap of 0.4% in favour of male colleagues (a reduction from -10.5% (minus) in favour of female colleagues in 2023)
- Development is made up of 63.4% females and recorded a mean pay gap of 18.8% in favour of male colleagues
- Finance has a female population of 63.2% (69% in 2023) and a mean pay gap of 8.4% in favour of male colleagues (15.6% in 2023)
- The ICT department has a female population of 5.9% (17% in 2023) and a pay gap in favour of males, which is 11.3% (18.2% in 2023).

emh care and support

Mean Gender Pay Gap

At emh care and support, the pay gap moved further to -4.1% (minus) in favour of female colleagues, compared to -6.7% (minus) in 2023, -5.4% (minus) in 2022 and -3.0% (minus) in 2021. In 2019, the gender pay gap favoured male colleagues by 2.1%. In the last 7 years of reporting, the figures for 2020 represented the closest to parity in pay for gender (-0.9% (minus) in favour of females).

Median Gender Pay Gap

The pay gap in emh care and support consistently remains at 0% due to the mid-point of pay for both male and female colleagues falling at Support Worker level. The majority of Support Workers are paid at the same hourly rate. This has been the same position since reporting for this began in 2017.



Gender Representation

75.8% of colleagues in emh care and support are female (76.6% in 2023). This is the highest representation of female colleagues of any of the emh companies. When reviewing each pay quartile and the proportion of men and women in each, in the lower quartile, 72.2% of colleagues are female. This is compared to 85.6% in the upper quartile for 2024 (this trend has consistently increased every year from 81.2% in 2020). This disproportionate distribution of female colleagues and the increasing trend compared to 2020, are some of the factors driving the overall gender pay gap in favour of females in emh care and support. In 2024, it is worth noting that the proportion of male colleagues working in the lower half of pay has increased by 3% since 2023. This may be a contributing factor in the overall pay gap narrowing in 2024. (See Table 2 above)

emh homes

Mean Gender Pay Gap

For emh homes, 2024 recorded a reduction in the mean pay gap from 4.8% in 2023 to 3.8% in 2024. Prior to this, there had been a continuous trend away from pay parity for the 3 years up to 2023 (a move from 3.0% in 2020 to 4.8% in favour of males in 2023).

Median Gender Pay Gap

The median pay gap increased in favour of male colleagues to 2.9% in 2024. This is with the backdrop of an increase from 1.5% in 2022 to 1.7% in 2023. The 2.9% reported in 2024, is closer to parity compared to the median pay gaps recorded in 2021 (8.0%) and 2020 (9.6%), both in favour of male colleagues.

Departmental Differences and Gender Representation

47.5% of all colleagues in emh homes are female (increased from 46.6% in 2023). Although emh homes has relative parity in terms of gender balance compared to other areas of emh, the gender makeup of emh homes is more complex. The company consists of 2 key departments, where each gender has more prevalence. Property Services has 184 colleagues represented in the 2024 Gender Pay Gap Report, of whom, 83.2% are male, whilst Communities is made up of around 106 colleagues, 80.2% of which are female. Any difference in the treatment of these two key groups, could potentially have a big impact on the Gender Pay Gap for emh homes

This is especially the case when you consider that the other departments that make up emh homes, also have higher proportions of female colleagues. These include Customer Services (85.0% female), Specialist Housing (75.0% female) and Quality and Performance (87.5% female).

Historically, a combination of higher pay awards negotiated for Property Service operatives and inconsistencies in the timings of these being paid to different groups, may have been a contributing factor in the increasing trend for Mean Gender Pay Gaps reported in favour of male colleagues between 2020 and 2023.



In 2024, the fact that male and female colleagues received 5% pay awards across the board and these were all paid in April 2024 will have been a factor in ensuring the pay gap was not exacerbated or widened further.

When reviewing each pay quartile and the gender balance, in the lower quartile, 71.6% of colleagues are female (80.0% in 2023), compared to 37.6.% in the upper quartile (no change from 2023). This disproportionate distribution of female colleagues may be a contributing factor to the overall mean gender pay gap in favour of male colleagues in 2024. However, the proportion of female colleagues paid in the lower quarter has reduced by 8.4% since 2023 and may have been a factor in reducing the mean gender pay gap in 2024 from 4.8% in 2023 to 3.8% in 2024, both in favour of male colleagues.

The increased proportion of male colleagues in the lower quartile for 2024 appears to be related to the number of male Apprentices being appointed in IMS. Apprentices or Trainees make up 52% of male colleagues in the lower quartile for emh homes.



Table 3: Gender Pay Gap Comparators (Source: GOV.UK)

Sample Group	2024 – Mean Gender Pay Gap	2023 – Mean Gender Pay Gap	2022 – Mean Gender Pay Gap
emh – all companies	11.0%	10.8%	9.1%
All companies in UK	Insufficient Data	13.2%	13.9%
All companies in the East Midlands	Insufficient Data	14.6%	12.5%
emh care and support	-4.1% (minus)	-6.7% (minus)	-5.4% (minus)
Residential Care Sector	Insufficient Data	3.5%	3.8%
emh homes	3.8%	4.8%	3.7%
Sample of Housing Associations and Groups *	Insufficient Data	8.1%	9.2%

* - A sample of 99 housing associations/groups (some with care elements), each with more than 250 employees

How does all emh compare?

emh (mean gender pay gap of 11.0% in favour of male colleagues) compared favourably with All companies in UK (13.2%) and East Midlands (14.6%). However, the opposite was the case when comparing to a sample of 99 Housing Associations and Groups, employing 250+ employees in 2023 (8.1%). This represents a shift from a position where all emh compared favourably with all sample groups in 2022. (see Table 3 below).

How does emh care and support compare?

emh care and support compares favourably for female colleagues, with other external Gender Mean Pay Gap comparators. In 2024, the company recorded a gap of -4.1% (minus) in favour of females. This is compared to 13.2% in favour of males, for All companies in UK in 2023, 14.6% in favour of males for All Companies in the East Midlands in 2023 and 3.5% in favour of males, for the Residential Care Sector in 2023. (See Table 3 below)

How does emh homes compare?

emh homes compares favourably with other external mean gender pay gap comparators. In 2024, it recorded a pay gap of 3.8% in favour of males. This compares to 13.2 % for All companies in the UK and 8.1% for Housing Associations and Groups employing more than 250 employees in 2023. (see Table 3 below).



Ethnicity Pay Gap Report – emh 2024

What is the Ethnicity Pay Gap?

- The ethnicity pay gap shows the difference in the average pay between colleagues from ethnic minority backgrounds in a workforce, compared to 'White' colleagues. This is measured using mean and median averages.
- Where there is a positive percentage, this means that the average pay of a White colleague is higher than a colleague from an ethnic minority group. The higher the percentage, the greater the ethnicity pay gap. A negative pay mean means that the average pay of the ethnic minority group is higher than that of the White group.

emh approach to Ethnicity Pay Gap Reporting

It is not currently a legal requirement for companies to produce or publish ethnicity pay gap data. However, it is increasingly being recognised as good practice for companies to analyse this information. emh has key values around equality, diversity and inclusion in the workplace, which elevate the importance of producing and analysing this information.

emh analysed its first ethnicity pay gap report in 2020. Please see the latest ethnicity pay gap report as at 5 April 2024 alongside the details reported in 2023, 2022 and 2021. This compares the mean and median hourly rates of our Black, Asian and Minority Ethnic (BAME) and White colleagues over the four periods.

Please note that for the purposes of reporting, only those colleagues who had disclosed their ethnic origin to us have been included in the Ethnicity Pay Gap Report for 2024. These account for 92.2% of our pay gap relevant sample. Due to the work of the People Team to collect this data, this represents an increase from 90.5% in 2023, 89.1% in 2022 and 83.5% in 2021.

The report for 2024 will also look beyond the BAME categories to analyse in more detail around more specific ethnic origins. To help this process, the People Team have mapped their systems to include data labels that match those used by the 2011 census and which align with data collected by other areas of emh (e.g. resident data).

As well as highlighting the mean and median pay gaps within emh, the report also focuses on ethnic representation across different sections of the business. This is linked to the view that:

'Ethnicity representation is as important as, and strongly linked to, ethnicity pay gaps. The under-representation of ethnic minority compared with white employees in UK organisations' senior management, and over-representation in low-paid jobs, is even more evident than the gender representation gap in these roles.' (CIPD 2021).



Table 4.a: Ethnicity Pay Gap – 2024 (all emh and emh care and support)

Ethnicity Pay Gap – Key Measures -	2024 emh (all)	2023 emh (all)	2022 emh (all)	2021 emh (all)	2024 emh C&S	2023 emh C&S	2022 emh C&S	2021 emh C&S
BAME colleague headcount (% of all colleagues)	133 (15.3%)	100 (11.2%)	86 (9.5%)	84 (9.9%)	60 (18.5%)	32 (10.6%)	26 (8.3%)	31 (10.4%)
BAME Mean Hourly Rate	£17.18	£17.93	£16.86	£15.88	£11.96	£11.12	£10.77	£10.63
White colleague Mean Hourly Rate	£16.83	£16.54	£15.16	£14.61	£12.97	£12.05	£11.13	£10.67
Pay Gap Mean in favour of White colleagues (£)	-£0.35 (minus)	-£1.39 (minus)	-£1.70 (minus)	-£1.27 (minus)	£1.01	£0.93	£0.36	£0.04
% Mean Pay Gap	-2.1% (minus)	-8.4% (minus)	-11.2% (minus)	-8.7% (minus)	7.8%	7.8%	3.2%	0.4%
BAME colleague* Median Hourly Rate	£13.55	£15.32	£13.31	£12.76	£11.44	£10.42	£9.50	£8.94
White colleague Median Hourly Rate	£14.58	£14.65	£13.04	£12.85	£11.44	£10.42	£9.50	£8.94
Pay Gap Median in favour of White colleagues (£)	£1.03	-£0.67 (minus)	-£0.27 (minus)	£0.09	£0.00	£0.00	£0.00	£0.00
% Pay Gap Median	7.1%	-4.6% (minus)	-2.1% (minus)	0.7%	0.0%	0.0%	0.0%	0.0%

NOTE: - Any minus figures represent a pay gap in favour of BAME colleagues.



Table 4.b: Ethnicity Pay Gap – 2024 (emh homes and emh group)

Ethnicity Pay Gap – Key Measures -	2024 emh homes	2023 emh homes	2022 emh homes	2021 emh homes	2024 emh group	2023 emh group	2022 emh group	2021 emh group
BAME colleagues Headcount (% of all colleagues)	44 (12.7%)	43 (10.9%)	43 (11.0%)	36 (10.3%)	29 (21.3%)	25 (18.5%)	16 (12.2%)	16 (11.7%)
BAME colleague Mean Hourly Rate	£17.04	£16.56	£15.59	£14.77	£28.20	£28.99	£29.89	£28.26
White colleague Mean Hourly Rate	£17.26	£16.99	£15.58	£15.09	£25.79	£26.46	£24.37	£22.25
Pay Gap Mean in favour of White colleagues (£)	£0.22	£0.43	-£0.01 (minus)	£0.32	-£2.41 (minus)	-£2.53 (minus)	-£5.52 (minus)	-£6.01 (minus)
% Mean Pay Gap	1.3%	2.5%	-0.1% (minus)	2.1%	-9.3% (minus)	-9.6% (minus)	-22.7% (minus)	-23.2% (minus)
BAME colleague* Median Hourly Rate	£15.59	£15.69	£14.11	£13.97	£21.56	£21.69	£26.09	£22.15
White colleague Median Hourly Rate	£15.59	£15.69	£14.11	£13.97	£21.63	£21.32	£18.98	£16.31
Pay Gap Median in favour of White colleagues (£)	£0.00	£0.00	£0.00	£0.00	£0.07	-£0.37 (minus)	-£7.11 (minus)	-£5.84 (minus)
% Pay Gap Median	0.0%	0.0%	0.0%	0.0%	0.3%	-1.7% (minus)	-37.5% (minus)	-35.8% (minus)

NOTE: - Any minus figures represent a pay gap in favour of BAME colleagues.



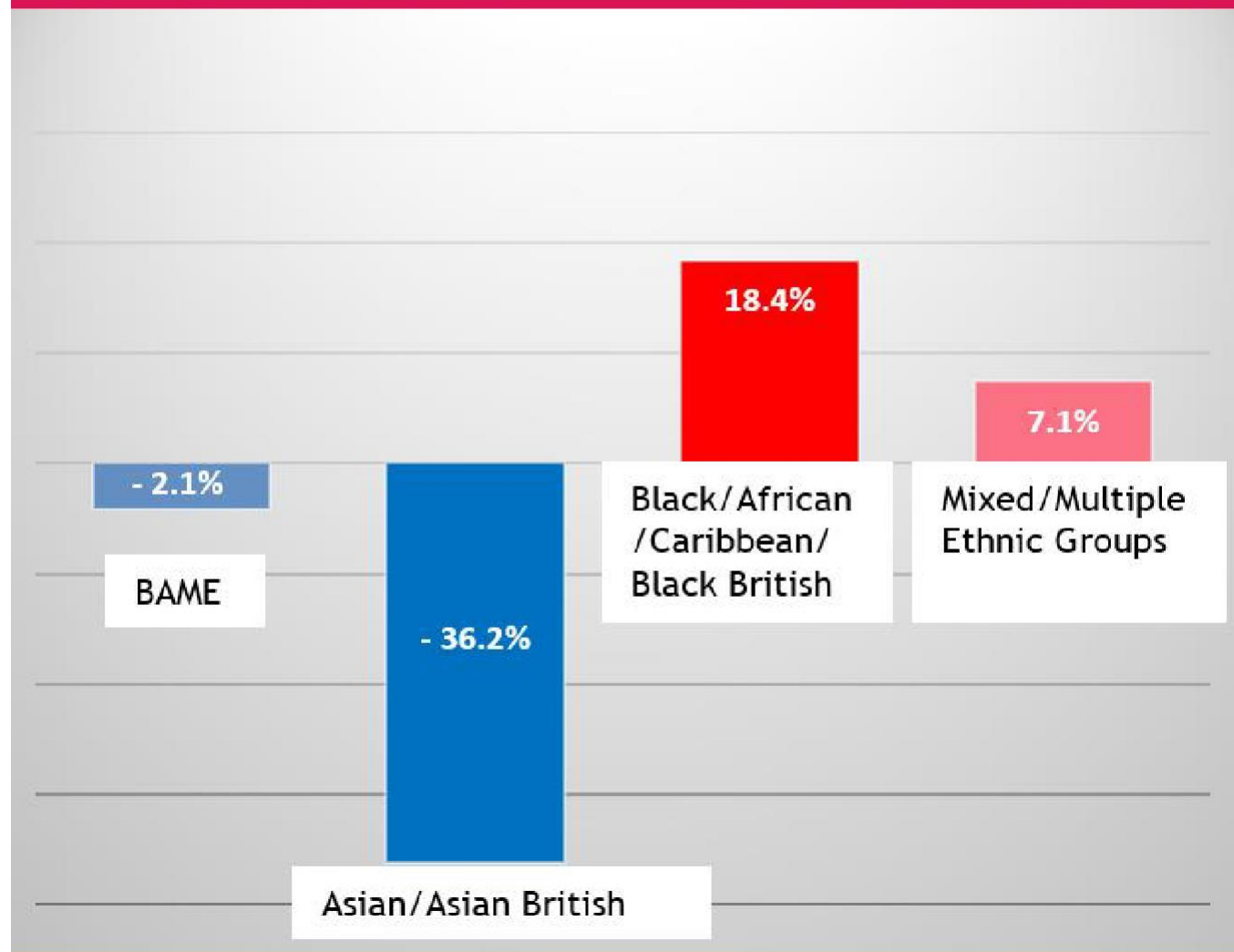
Mean Ethnicity Pay Gap

For emh (all companies), the pay gap narrowed but was still in favour of BAME colleagues in 2024, -2.1% (minus), compared to -8.4% (minus) in 2023. The gap in favour of BAME colleagues had been widening between 2020 (-6.5% (minus)) and 2022 (-11.2% (minus)). Please note that, as has been the case in previous years and as is required, the figures quoted for our Gender and Ethnicity Pay Gap do include the pay for our Group Chief Executive.

When looking at more specific ethnic groups in 2024, it can be seen that Asian/Asian British colleagues have a pay gap of -36.2% (minus) compared to (-33.1% (minus) in 2023, both in favour of Asian/Asian British colleagues, compared to White colleagues. For 'Black/African/Caribbean/Black British' colleagues, the pay gap favours White colleagues by 18.4% (increased from 14.0% in 2023). 'Mixed/Multiple Ethnic Groups' colleagues also recorded a pay gap in favour of White colleagues (7.1% in 2024 compared to 7.7% in 2023, a reduction of 0.6%). This continues to indicate that the main factor in BAME colleagues having a favourable pay gap, is primarily due to the average pay of 'Asian/Asian British colleagues' within emh – all companies.

The pay gaps and ethnic representation vary by company within emh. For example, emh group has a mean pay gap of -9.4% (minus) in favour of BAME colleagues, whilst emh homes is 1.3% and emh care and support 7.8%, both in favour of White colleagues.

Mean Ethnicity Pay Gap compared to White colleagues within emh - 2024



emh homes

The company experienced a narrowing of the mean pay gap compared to 2023, from 2.5% in favour of White colleagues to 1.3% in favour of White colleagues in 2024.

emh homes has been subject to a number of pay gap changes over the past 5 years. For example, in 2020, the pay gap was 3.5% in favour of White colleagues and by 2022, this had reduced to almost parity, -0.1% (minus), in favour of BAME colleagues. Structural changes in the last 5 years (e.g. Specialist Housing, Complaints, Quality and Standards and restructures in Housing and Neighbourhoods) and subsequential changes to personnel during this time, could be seen as key contributors to this trend.

emh group

With regards to emh group, 2024 reported the highest mean ethnicity pay gaps of any of the other emh companies (currently, -9.4% in favour of BAME colleagues). However, 2024 represented a fall in this gap in favour of BAME colleagues, from -9.6% (minus) in 2023, -22.7% (minus) in 2022 and -23.2% (minus) in 2021.

Departmentally, there continue to be variations in terms of pay gaps and ethnic representation within emh group. Corporate Services (-87.5% (minus) in 2023 and -37.5% (minus) in 2024) and Development (13.6% in 2023 and 13.4% in 2024) were the two key departments to experience reductions in the Ethnicity Pay Gap in 2024.

emh care and support

The ethnicity pay gap of 7.8% in favour of White colleagues has remained at the same level in 2024 compared to the previous year. This was with the backdrop of the gap widening in 2023, compared to 2022 where this was 3.2%, and 2021, 0.4%, both in favour of White colleagues.

BAME representation has seen a significant increase by 7.9% in 2024 and BAME colleagues now make up 18.5% of all emh care and support colleagues (10.6% in 2023). However, it is interesting to note that only 6.7% of BAME colleagues in emh care and support are paid above the National Living Wage, compared to 22.8% of White colleagues. This is likely to be a key contributor to the pay gap in favour of White colleagues in emh care and support in 2024.



Table 5: emh (all companies) – Ethnic Representation - 2024

Company	Ethnic Group								Total BAME Headcount %	Total Headcount
	Asian / Asian British		Black/African/Caribbean/ Black British		Mixed/Multiple Ethnic Groups		Other Ethnic Group			
	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
emh care and support (2023)	5 (6)	1.5% (2.0%)	31 (19)	9.6% (6.3%)	9 (6)	2.8% (2.0%)	15 (1)	4.6% (0.3%)	18.5% (10.6%)	324 (301)
emh group (2023)	19 (18)	14.0% (13.3%)	3 (3)	2.2% (2.2%)	6 (4)	4.4% (3.0%)	1 (0)	0.7% (0.0%)	18.6% (21.3%)	136 (135)
emh homes (2023)	19 (21)	5.5% (5.3%)	12 (12)	3.5% (3.0%)	9 (9)	2.6% (2.3%)	4 (1)	1.2% (0.3%)	12.7% (10.9%)	347 (394)
emh sharpes (2023)	0 (0)	0.0% (0.0%)	0 (0)	0.0% (0.0%)	0 (0)	0.0% (0.0%)	0 (0)	0.0% (0.0%)	0.0% (0.0%)	42 (41)
Midlands Rural (2023)	0 (0)	0.0% (0.0%)	0 (0)	0.0% (0.0%)	0 (0)	0.0% (0.0%)	0 (0)	0.0% (0.0%)	0.0% (0.0%)	22 (20)
All emh (2023)	43 (43)	4.9% (5.1%)	46 (34)	5.3% (3.8%)	24 (19)	2.8% (2.1%)	20 (2)	2.3% (0.2%)	15.3% (11.2%)	871 (891)



Ethnic Representation

When taking a deeper dive into ethnic representation, there are variances across all emh companies. (see Table 5 above)

Black/African/Caribbean/Black British representation has increased from 3.8% across all emh in 2023 to 5.3% in 2024. The largest proportional representation can be found within emh care and support (9.6% of colleagues, increased from 6.3% in 2023). 54.8% of Black colleagues in emh care and support have cited that they have African based nationalities. Specifically, 38.7% of all Black colleagues in emh care and support, have stated Nigerian as their nationality.

Asian/Asian British representation, across all emh, has also reduced from 5.1% in 2023 to 4.9% in 2024. The largest areas of proportional representation can be found within emh group (14.0%, compared to 13.3% in 2023). 42.1% of emh group Asian/Asian British colleagues are employed in ICT, 21.1% in Development and 26.3% in Finance. emh homes has 5.5% representation (increased from 5.3% in 2023). 68.4% of these colleagues are employed in Communities, whilst only 5.3% are in Property Services. With regards to emh care and support, Asian/Asian British representation was 1.5% (decrease from 2.0% in 2023).

Colleagues from Mixed/Multiple ethnic groups made up 2.8% of all colleagues within the whole of emh (increased from 2.1% in 2023).

Other Ethnic Groups representation increased from 0.2% in 2023 to 2.3% in 2024. The largest area of proportional representation was found in emh care and support (4.6% in 2024, compared to just 0.3% in 2023). It was interesting to note that 46.7% of colleagues from Other Ethnic Groups in emh care and support, cited Nigerian as their nationality.

Midlands Rural Housing and emh sharpes continued to have the lowest levels of BAME representation with 0% representation in 2024 (same as 2023).

Mean Ethnicity Pay Gap – Gender Differences and Representation (see Table 6 below)

A deep dive into gender and ethnicity revealed differences in the 3 largest companies that make up emh. Within emh care and support, a pay gap in favour of White colleagues was recorded at 7.8%. When analysing further, females had a 9.9% pay gap in favour of White colleagues (increased from 4.2% in 2023). Male colleagues had a 1.4% pay gap in favour of White colleagues (reduction from 7.8% in 2023). One of the contributors to the gender differentiation was that only 4.3% of male colleagues are in the top 25 of highest paid emh care and support colleagues, compared to 7.1% of female colleagues.

BAME representation was higher for males (34.6% in 2024 compared to 21.4% in 2023, increase of 13.2%). BAME females had also experienced an increase in representation in 2024 but at a lower rate compared to male colleagues (13.4% in 2024, compared to 7.4% in 2023, an increase of 6.0%).

For emh group, the overall pay gap was -9.4% (minus) in favour of BAME colleagues (-9.6% (minus) in 2023). There was a contrast between the mean ethnicity pay gaps for males and females in 2024, and both groups experienced a widening of the pay gap at different ends of the spectrum. Males recorded a pay gap



in favour of White colleagues of 7.7% (gap widened from 6.8% in 2023). In contrast, female colleagues recorded a pay gap of -19.5% (minus) in favour of BAME colleagues (compared to -17.9% (minus) in favour of BAME colleagues in 2023).

With regards to representation, 35.2% of male colleagues in emh group are from a BAME background in 2024 (32.7% in 2023), compared to 12.2% of females (10.5% in 2023). For both genders, representation has increased markedly since 2022 (20.9% of all males, compared to 8% of all female colleagues).

With regards to emh homes, the overall pay gap was 1.3% in favour of White colleagues (narrowed from 2.5% in 2023). The pay gap for female colleagues was reported at -1.5% (minus) in favour of BAME colleagues (narrowed from -4.0% (minus) in favour of BAME colleagues in 2023). In comparison, male colleagues reported a 3.8% pay gap in favour of White colleagues (narrowing from 9.3% in 2023).

For all of emh, the ethnicity pay gap narrowed in 2024 for both gender groups and this culminated in an overall pay gap reducing from -8.4% (minus) for all emh in 2023, to -2.1% (minus) in 2024, both in favour of BAME colleagues. For female colleagues, in 2024 the ethnicity pay gap was at 0.2% in favour of White colleagues, compared to -9.5% (minus) in favour of BAME colleagues in 2023. This compared to male colleagues who also had a pay gap in favour of BAME colleagues of -5.3% (minus) in 2023 but saw this narrow to -2.0% (minus) in 2024.

Representation by gender reflected that males had a higher proportion of colleagues from a BAME background, 18.5% (increased from 13.7% in 2023) This increase in BAME male representation can be attributed to 37.0% of new male colleagues in the last year being from a BAME background (80% of new BAME males were appointed to roles in emh care and support in 2024, compared to 2023, where 47% of new BAME males were appointed to Finance / ICT and 40% to emh care and support). Female colleagues had BAME representation of 13.0% in 2024, compared to 9.3% in 2023 and to 8.9% in 2022. 26.0% of female new starters recorded in the gender and ethnicity pay gap were from a BAME background. 78.9% of these were recruited to direct service roles within emh care and support.



Table 6: all emh – Ethnicity/Gender Representation and Mean Pay Differences - 2024

Company / Gender	Ethnicity / Gender Representation				Total Headcount	Mean Ethnicity Pay Gap
	BAME		White			
	Headcount	%	Headcount	%		
emh care and support	60	18.5%	264	81.5%	324	7.8%
Female	33	13.4%	213	86.6%	246	9.9%
Male	27	34.6%	51	65.4%	78	1.4%
emh group	29	21.3%	107	78.7%	136	-9.4%
Female	10	12.2%	72	87.8%	82	-19.5%
Male	19	35.2%	35	64.8%	54	7.7%
emh homes	44	12.7%	303	87.3%	347	1.3%
Female	24	14.4%	143	85.6%	167	-1.5%
Male	20	11.1%	160	88.9%	180	3.8%
All emh	133	15.3%	738	84.7%	871	-2.1%
Female	67	13.0%	447	87.0%	514	0.2%
Male	66	18.5%	291	81.5%	357	-2.0%

NOTE: The above table calculates the Mean Ethnicity Gaps between Male and Female colleagues compared to White colleagues from the respective gender group.



How do emh compare?

As there is no current requirement for companies to publish their Ethnicity Pay Gap data, comparative data in this area is still limited. According to ONS, England and Wales as a whole, had a median ethnicity pay gap of 2.3% in favour of White colleagues in 2019 and in the East Midlands for the same period, the figure was recorded at 6.9% in favour of White colleagues (ONS). emh as a whole does not compare favourably with these benchmarks. In 2024, the median pay gap for all emh was 7.1% in favour of White colleagues.

Ethnic origin representation – emh colleagues compared to emh residents and the population of East Midlands

Ethnic Origin	2024 % emh colleagues	2023 % emh colleagues	% emh homes residents ~	East Midlands Population *
Asian/Asian British	4.9%	5.1%	4.9%	7.0%
Black British	5.3%	3.8%	3.6%	2.4%
Mixed	2.8%	2.1%	2.4%	1.4%
White	84.7%	88.8%	88.1%	88.3%
Other	2.3%	0.2%	0.9%	0.9%
Grand Total	100.0%	100.0%	100.0%	100.0%

~ emh homes residents - 2023

* ONS - Population Estimates - 2019

Asian colleague representation for emh as a whole is broadly in line with our emh homes resident populations but is below our overall East Midlands population. With regards to emh, 88% of Asian colleagues work for either emh homes or emh group.

With regards to our Black colleague representation, this is currently greater than both our emh homes resident population and more than double the East Midlands population. Although proportional representation is good, it is worth noting that 67% of Black colleagues are working for emh care and support in direct care roles. These are primarily based in Derbyshire.

Mixed and Multiple Ethnic and Other Ethnic proportional representation is higher at emh compared to our emh resident population and the East Midlands as a whole. All Mixed and Multiple Ethnic colleagues are based in emh care and support, emh homes or emh group. 75% of Other ethnic groups are based within emh care and support.



What are emh doing to try and achieve greater pay equality? - Future Initiatives and Strategies

We recognise that our gender pay gap remains at 11.0% and whilst this is a slight increase compared to 2023, this is not the progress we'd like to see. However, we understand that this is a complex issue with many interrelated causes, and we remain committed to addressing it.

Understanding the Factors

Some of the factors contributing to our pay gap include:

- Disproportionate representation of female colleagues in Upper and Lower Halves of pay quartiles compared to male colleagues. For example, in 2024, 39.4% of female colleagues in emh were paid at National Living Wage compared to 29.1% of male colleagues.
- Under representation of female colleagues working at 1st line manager or 2nd line manager and above levels, within emh.
- Mean Gender Pay Gaps in favour of male colleagues in these groups also (1.2% for 1st line managers and 10.1% for 2nd line managers and above).
- Complex Gender and Ethnicity Pay Gap differences and representation across emh companies and departments.
- Contrasting Ethnicity Pay Gap and representation experiences for our Black, Multiple Ethnic and Asian colleagues across all levels of emh.

Our Ongoing Commitment

We continue to work with our external consultants, Deep Insight. They have carried out an Equality, Diversity and Inclusion (ED&I) Governance Review and we are currently working with them to implement the recommendations from this review. We are revising our Equality, Diversity and Inclusion Strategy, and this will be consulted on widely across the organisation, with its associated roadmap. Together these set out our objectives, key milestones and outcomes, including areas that impact both gender and ethnicity pay gaps. This Strategy works in partnership with our emh business strategy for the next 3 years.

Some of the initiatives we are working on:

- **Data collection and analysis** - we continue to encourage all colleagues to provide full personal data regarding the protected characteristics so we can more effectively monitor progress of our ED&I initiatives. We analyse the data on a quarterly basis to identify any specific areas for attention.
- **Recruitment** – we regularly review our recruitment processes to ensure we minimise bias in relation to the protected characteristics. We are currently reviewing our recruitment training for recruiting managers to support this.
- **ED&I related training** – we have reviewed and updated our suite of training and continue to keep this under review.
- **Transparency and accountability** - we believe in transparency and will continue to proactively discuss our pay gap data and analysis with our colleague network groups and colleague consultative bodies.
- **Pay and Reward** – emh continue to work with external and independent salary specialists, to benchmark all roles across the organisation and to understand where we sit as an employer compared to other external employers. Linked to this, emh aim to continue to develop pay structures and non-pay benefits that help reward all colleagues fairly regardless of gender or ethnicity.

Development/Talent Management - Our Aspiring Managers Programme continues and this year's cohort has a more diverse group of colleagues made up of five female and two male colleagues, one of which is from a BAME background. In addition our GEM Graduate programme's cohort is made up of 3 females, 2 males and 1 of the total cohort is from a BAME background.

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As part of our EDI Strategy, Allyship training, to support colleague network groups, is being planned to take place in early 2025. In addition, we have a range of learning content available which can be accessed 24/7. This suit of learning includes:

- combatting imposter syndrome
- unconscious bias
- equality & diversity overview
- using gender inclusive language
- understanding the gender spectrum,
- power & pride and beyond pride year-round action

Apprenticeship Programme

We have 63 colleagues currently undertaking apprenticeships, ranging from level 7-degree apprenticeships through to trade apprenticeships, care sector apprenticeships, customer service and administration. The cohort is made up of 27 female, 36 male colleagues and 5 of the total cohort are from a BAME background.

Colleague Wellbeing

The gender pay gap can have a significant impact on women's well-being, including their mental health and financial security.

- We actively promote a range of flexible and family friendly working practices to support colleagues, including part-time working, job sharing and condensed working hours.
- We continue to embed our Colleague Wellbeing programme, including financial wellbeing, mental and emotional and physical wellbeing initiatives.
- We have a network of Mental Health First Aiders
- We have an enhanced Employee Assistance Programme which gives all employees 24/7 access to support and advice.
- We are extending our colleague support networks
- We have trained ten MTQ facilitators who are rolling out Mental Toughness/Resilience training for colleagues across the business.
- We have reviewed and promoted our Menopause policy to ensure it is supportive and accessible.
- We are providing two colleague discount schemes where colleagues can access financial benefits.
- We have reviewed our Employee Lifecycle training for managers to ensure that they have the skills and tools to support colleagues.
- We are using our People System to proactively manage absences related to stress



Summary

The pay gap reports for 2024 held mixed results for emh. For example, our mean gender pay gap widened further from 2023 (having increased for the first time since 2020 in that year), whilst the median pay gap remained the same in 2024 compared to 2023. The mean ethnicity pay gap narrowed from 2023, whilst the median ethnicity pay widened. In addition, bonuses were paid less widely in 2024, mostly due to Non-Consolidated Payments not being paid in 2023/24 (they were paid in 2021/22 and 2022/23). As a consequence, the mean gender bonus gap widened in 2024.

These changes in results were reflective of some of the changes of colleagues in positions at the corresponding reporting dates, including new appointments, internal movements, new posts and leavers across the business. Unlike 2023, other business decisions like timing for implementation of pay awards, different departmental pay settlements and changes in contractual hours for different groups (i.e. change in contracted hours from 38 to 37.5) were less of a factor in the changes experienced in 2024.

We continue to be committed to rewarding our colleagues fairly for the contribution and value they add and appointing the best candidates for positions, regardless of their gender or diversity characteristics. Whilst remaining committed to these principles, ethnic and gender representation across all levels of the business is key to emh achieving pay parity. The data reveals that we have further work to do to eliminate gender and ethnicity pay gaps across emh as a whole. There also continues to be areas of underrepresentation of different gender and ethnic groups, at different levels of our workforce and organisation structure.

We recognise that achieving greater gender and ethnicity pay equality is not a short-term, quick, one size fits all approach across its diverse businesses and skillsets within emh. It is hoped that the continued work with our ED&I consultants and using data to drive decisions, will play a key role in advising across the ED&I agenda for emh, including areas and decisions that impact both gender and ethnicity pay gaps.

In addition to this, we will continue to work with our residents, colleagues, recognised Trade Unions and colleague consultation groups to identify further ways in which we can address issues that may contribute to the gender and ethnicity pay gap and to make diversity and inclusion the norm at emh.

I confirm that the information given in this report is true and accurate.

A handwritten signature in black ink, appearing to read 'J. Tilley', written over a horizontal line.

Signed: _____

Joanne Tilley - Executive Director – Corporate Services

Dated: 3 March 2025