



## **Hanover (Scotland) Housing Association – Gender Pay Gap Statement 2025**

At Hanover, we are committed to fairness, equality, and transparency in pay. In line with the UK Government's Gender Pay Gap Reporting requirements, we have published our annual report, outlining our progress in achieving pay equity across our workforce.

As mandated by the Equality Act 2010 (Gender Pay Gap Information) Regulations, employers with 250 or more employees must publish statutory pay gap calculations annually, highlighting differences in earnings between male and female employees.

Hanover fulfils this obligation by reporting its data each year on the government's official website: GOV.UK - GOV.UK ([gender-pay-gap.service.gov.uk](https://gender-pay-gap.service.gov.uk)).

This Gender Pay Gap brief is based on the snapshot date of 5 April 2024, with Hanover employing 629 staff members—95 female and 534 male employees.

### **Gender Pay Gap explained**

The key calculations include the mean gender pay gap (the difference in average hourly pay) and the median gender pay gap (the difference in the middle hourly pay when salaries are ordered from lowest to highest). Additionally, we analyse the proportion of men and women in each pay quartile, which involves dividing our workforce into four equal groups based on hourly earnings, from the lowest-paid (Quartile 1) to the highest-paid (Quartile 4). This helps us understand workforce distribution, assess representation at different pay levels, and identify areas for improvement in career progression and recruitment strategies.

### **Key Findings from our 2025 Report:**

- There is no evidence of unequal pay at Hanover. Our structured pay framework ensures fair and consistent pay decisions across comparable roles.
- The mean gender pay gap reduced further from 16.90% in 2024 to 15.23% in 2025, reflecting continued improvement.
- The median gender pay gap is now 0.00%, showing complete parity at the midpoint of hourly pay – a significant milestone for Hanover.
- Men continue to be overrepresented in the highest pay quartile (25%), which contributes to the remaining mean gap. However, strong progress has been made in improving gender balance across mid- and upper-level roles.
- Our gender pay gap is a reflection of workforce distribution, not pay inequality.

### **Our Commitment to Progress:**

While these reductions are encouraging, Hanover remains committed to further narrowing the gap through initiatives such as:

- Supporting more women into leadership roles through mentoring and career development programs.
- Encouraging men to enter care roles by promoting career opportunities and inclusive recruitment practices.
- Investing in professional development initiatives to create equitable career progression pathways for all employees.

We will continue to monitor our gender pay gap annually and adjust our strategies accordingly to ensure meaningful change.

Our 2025 results reflect the success of Hanover's inclusive pay policies and talent development initiatives. We are proud to have eliminated the median gender pay gap and significantly narrowed the mean gap. These outcomes reaffirm our commitment to a workplace where all employees, regardless of gender, have fair and equal opportunities to thrive.

We will continue striving toward a more balanced workforce at all levels, aligned with our values of dignity, respect, and equality for all.