



HOMES FOR STUDENTS LIMITED

GENDER PAY GAP REPORT

2025

Snapshot date: 5 April 2025 · Comparison: 5 April 2024

INTRODUCTION



As part of our commitment to transparency and to fostering a diverse and inclusive workplace, Homes for Students Limited publishes its gender pay gap each year. The figures in this report are calculated using the standard methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, based on a snapshot date of 5 April 2025.

It is worth being clear about what these figures show. The gender pay gap measures the difference in average pay between all men and all women across the organisation, regardless of role. It is not the same as equal pay — paying men and women equally for the same or equivalent work — which is a legal obligation we take seriously and are confident we meet. A pay gap reflects how men and women are distributed across different roles and levels.

This year we are encouraged by continued progress. Our **median hourly pay gap narrowed from 8.0% to 5.3%**, and our **bonus gap has reversed in women's favour** — women now receive higher average bonuses than men and are more likely to receive one. Our mean hourly gap held steady at 10.0%, sustained largely by the high proportion of women in our lowest paid quartile, an area we remain focused on.

WHAT IS DRIVING OUR PROGRESS

- **Employee development.** Ongoing training, mentoring and career progression have supported more women into higher paid roles.
- **Fairer recruitment.** Advertised salaries are based on the role rather than the individual, supporting an equitable distribution of pay.
- **Inclusion built into culture.** Regular diversity focused sessions, including our monthly “Together is Better” (TIB) time, keep inclusion part of everyday working life.

We remain determined to reduce the gap further and will continue to report on our progress each year.

MAIN FACTS & FIGURES



The headline measures for the 5 April 2025 snapshot, with movement against the previous year.

95p

for every £1 men earned

median hourly pay · up from
92p in 2024

5.3%

median hourly pay gap

narrowed from 8.0% in 2024

54.8%

**of the highest-paid
quarter are women**

up from 52.1% in 2024

25.8%

**of women received a
bonus**

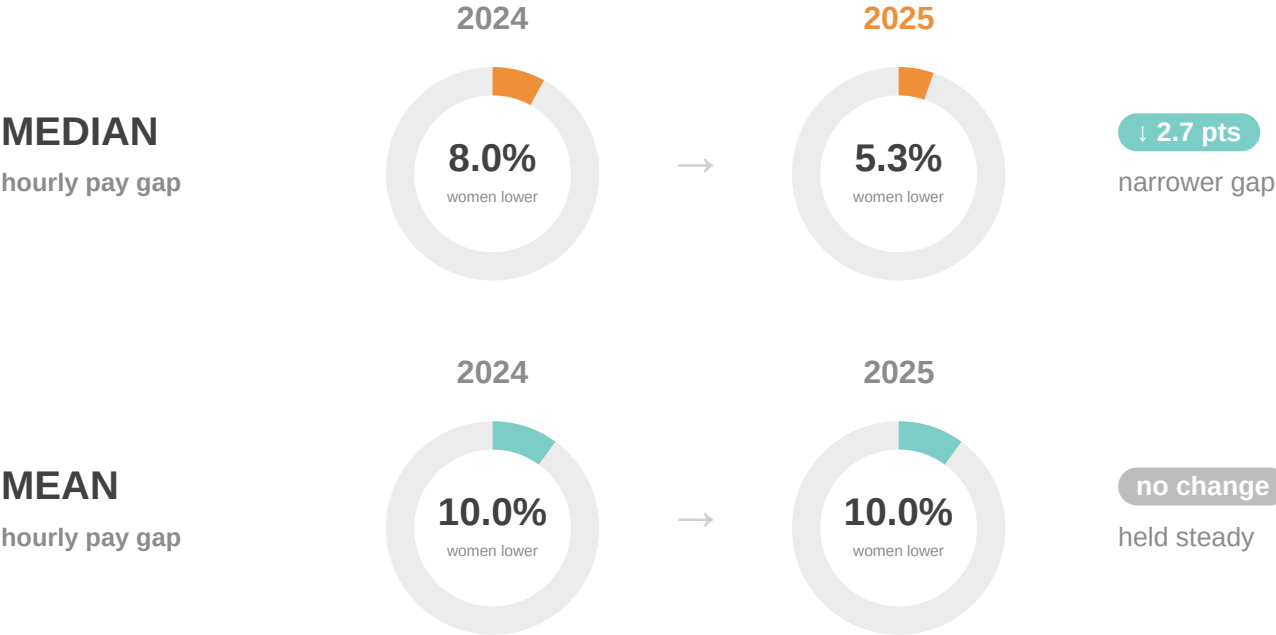
vs 22.0% of men · both up on
2024



Our bonus gap has reversed. In 2024 women's bonuses were lower than men's; in 2025 women's mean bonus was 3.2% higher and median bonus 8.9% higher than men's.

HOURLY PAY

Women's hourly pay compared with men's. A lower percentage means a smaller gap.

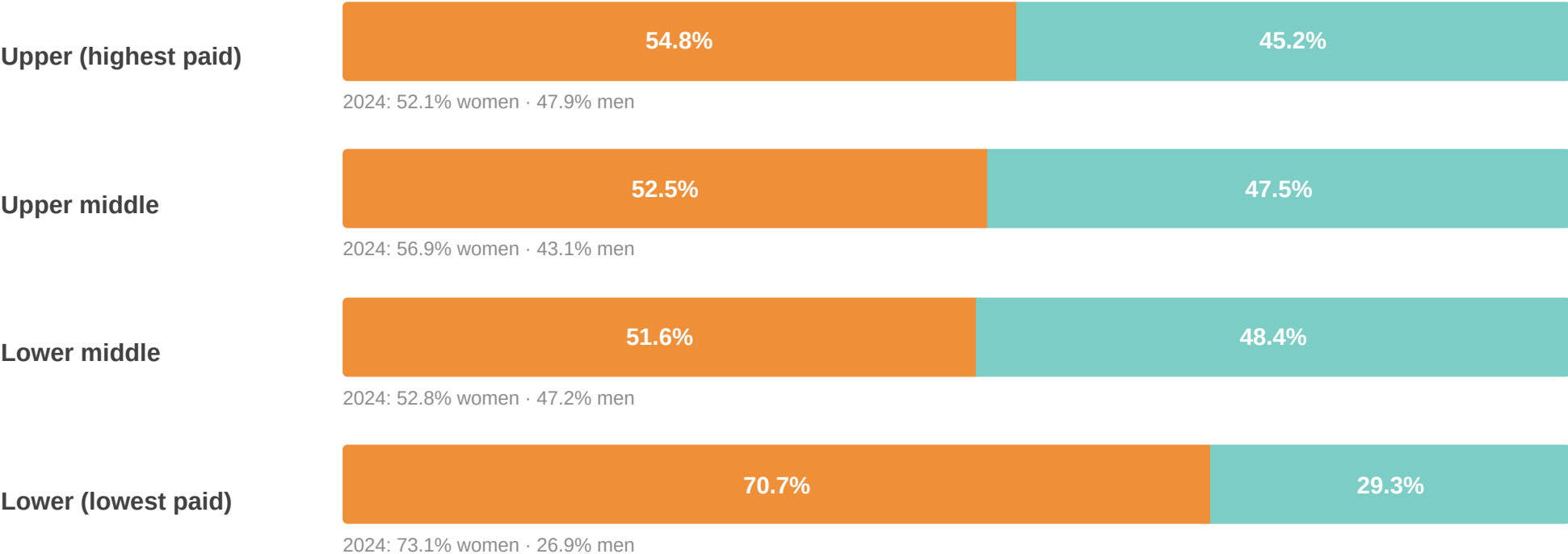


PAY QUARTERS



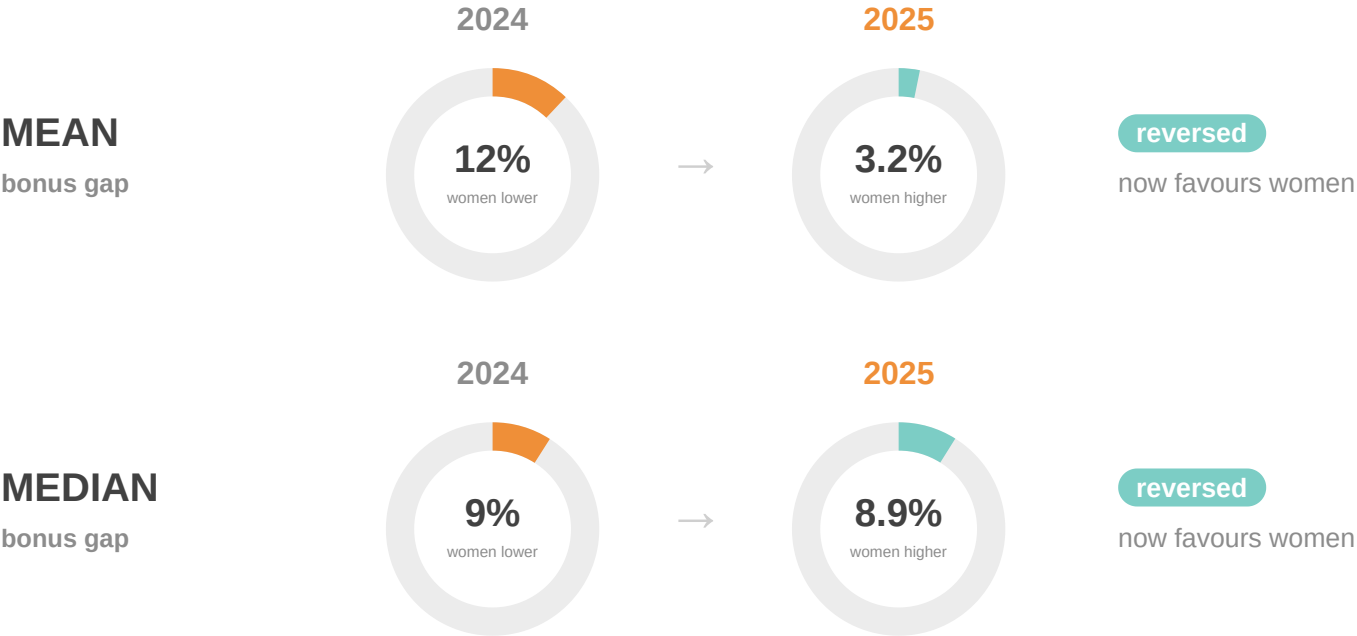
Employees are ranked by hourly pay and split into four equal groups. The bars show the 2025 split, with the 2024 figures beneath. A larger share of women sit in senior, higher-paid roles, while the lower quarter reflects the high proportion of women in housekeeping roles — a traditionally female-dominated profession.

Women Men



BONUS PAY

In 2025 women received a higher amount of bonus pay than men — a reversal of the previous year — reflecting the strong presence of women in roles eligible for bonuses.



Proportion receiving a bonus: **25.8% of women** and **22.0% of men** (2024: 22.0% of women, 19.0% of men).

DECLARATION



I confirm that the data reported here for Homes for Students Limited is accurate and has been calculated in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Stephanie Wessel

Group Director of People and Culture

Date: 5 April 2025



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