



# Gender Pay Gap Report

Story Homes is an award-winning property developer with schemes in Cumbria, North West and North East England and southern Scotland. The company was founded in 1987 by Fred Story as Story Construction, which later de-merged to become Story Homes and our associated company Story Contracting. Renowned for building high specification homes of excellent quality, Story Homes is committed to sustainability and contributing to the communities in which it builds. Story Homes prides itself on delivering exemplary customer service. This year (2022/23) Story Homes will build over 900 homes.

As a company with more than 250 employees, Story Homes is required by law to publish an annual Gender Pay Gap Report, taking into account snapshot data as at 5 April each year. This is the report for 5 April 2022.

## Story Homes directly employs more than 380 staff

Story Homes is committed to being a truly diverse and inclusive company and fully supports the principles of equal opportunities.



## Our results

This report provides a number of statistics based on hourly rates and bonus payments.

### Our mean pay gap

**0.5%**

The mean gender pay gap is the difference in average hourly pay or bonus pay for women compared to men.

The mean pay for women is 0.5% lower than that of men.

### Our median pay gap

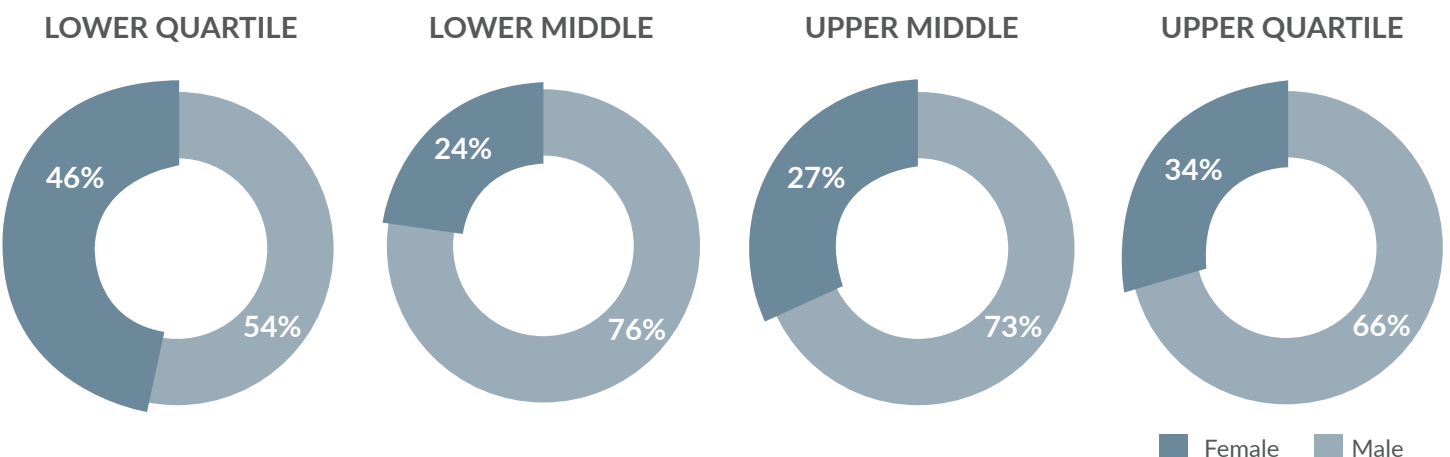
**5.5%**

The median represents the middle point of the population. In simple terms, if you separately lined up all the women in the company and all the men, the median pay gap is the difference between the hourly pay rate or bonus pay for the middle woman compared to that of the middle man.

The median pay for women is 5.5% lower than that of men.

## Our population by pay quartiles

Quartiles represent the hourly pay rates from the lowest to the highest for all colleagues split into four equal sized groups, with the percentage of men and women in each quartile.



## Our bonus gap

### Our mean bonus pay

# 13.7%

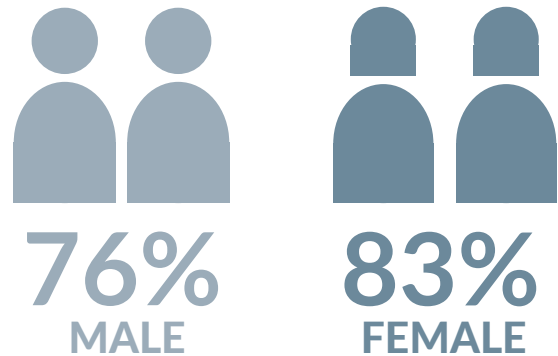
The mean bonus pay for men is 13.7% higher than that of women.

### Our median bonus pay

# 33.8%

The median bonus pay for men is 33.8% higher than that of women.

## Our proportion of men and women paid a bonus



## What does the gap highlight for Story Homes?

Our mean gender pay gap arises slightly in favour of men at 0.5%, compared to a 14.6% difference in the previous year. The closing of this gap is primarily due to an increase in commission payments during the year for our Sales Executives who are predominantly female.

In relation to bonus payments, the gap is more in favour of men, which is the result of our weekly workforce (which is 100% male) being included in the annual bonus scheme for the first time.

The proportion of males receiving a bonus has increased from 67% to 76% for the reporting period. However, every employee at Story Homes receives a bonus and the results are due to the timing of these payments, meaning some bonus payments made to employees did not fall within the relevant pay period for the purpose of these calculations.

## Taking action

We take our responsibility seriously and are constantly looking at ways in which we can support gender diversity within our business, such as;

- Showing our support and commitment to promoting women in construction through our internal and external communications.
- Introducing a flexible working scheme and homeworking policy (where a role allows) during the reporting period.
- Monitoring the progression of females into senior positions in the business.
- All new employees entering the business are required to undertake Equality and Diversity training during their induction, ensuring they understand their role in creating an inclusive working environment.

## Declaration

I can confirm that the information contained within this report is accurate and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Fred Story  
Chairman