



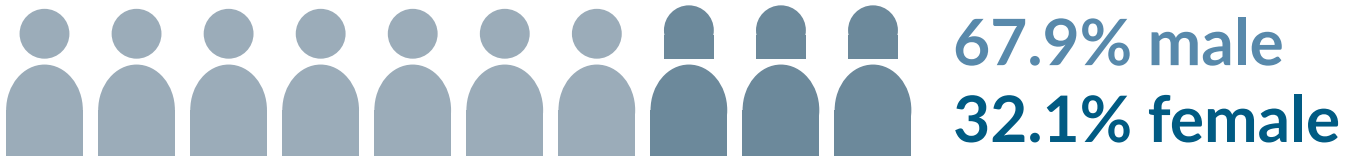
# Gender Pay Gap Report

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 (2023/24) 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 2023.

## Story Homes directly employs more than 360 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

**9.0%**

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 9.0% lower than that of men.

### Our median pay gap

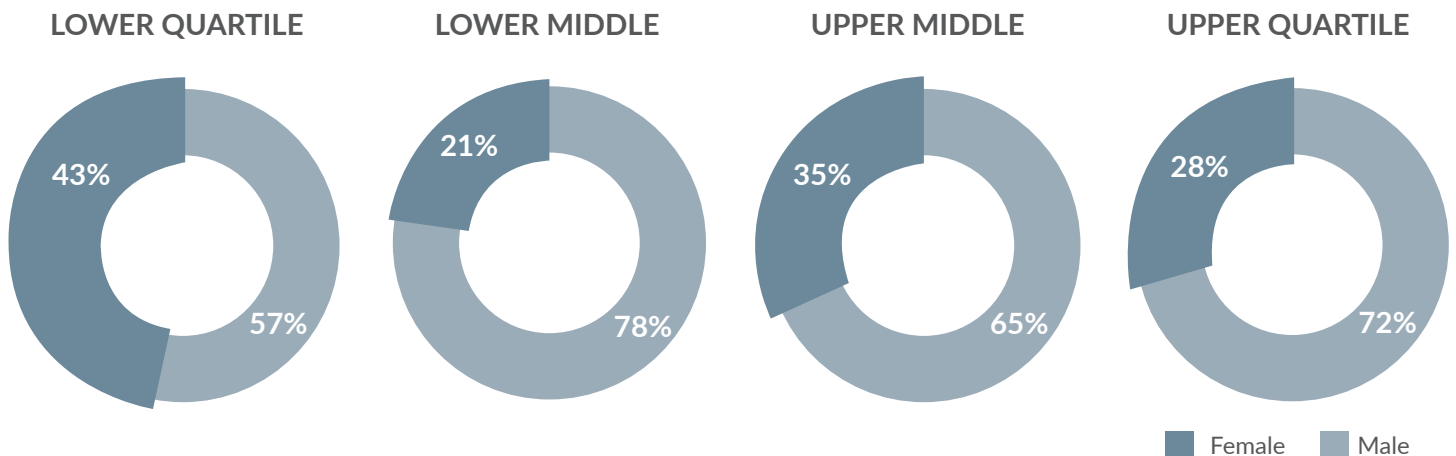
**5.6%**

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 5.6% 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

**31.8%**

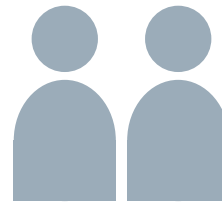
The mean bonus pay for men is 31.8% higher than that of women.

### Our median bonus pay

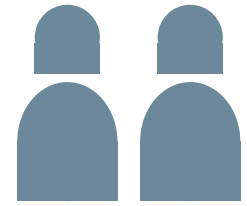
**-19.1%**

The median bonus pay for men is -19.1% higher than that of women.

## Our proportion of men and women paid a bonus



**97%**  
MALE



**100%**  
FEMALE

## What does the gap highlight for Story Homes?

Our mean gender pay gap arises in favour of men at 9.0% compared to a 0.5% difference in the previous year. Due to the reporting requirements for Gender Pay Gap, we do experience regular fluctuations in our mean gap each year, as a result of our Sales Executives bonus payments, in the April reporting period which can fluctuate.

In relation to the bonus payments, the mean gap is in favour of males, whilst the median bonus pay is in favour of females. The proportion of both men and woman receiving bonus has increased. Whilst males is shown at 97%, all employees at Story Homes are eligible for bonus payments, however, due to the timing of these payments, some payments made to employees did not fall within the reporting period for Gender Pay Gap.

## 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.
- Providing enhanced maternity leave benefits for our employees.
- 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