

Bron Afon Community Housing Gender Pay Gap Statement 5 April 2021



About this report

From April 2017, the UK Government introduced gender pay gap reporting for all organisations employing over 250 people. This is our fifth report and the figures in this report relate to pay information as at 5 April 2021.

The gender pay gap looks at the difference between the hourly rate of pay for men and women. This is different from equal pay which is where men and women are paid the same pay for the same work.

Our Gender Pay Gap

We employed 402 people (in permanent or fixed term contract role) made up of 60% (242) men and 40% (160) females, which includes our trades. According to a goal set by the European Institute for Gender Equality¹, to reach gender parity there should be an even gender split, however, a ratio between 40 and 60 percent is considered acceptable. There has been no change to our gender ratio since the last report.

We have to report two measures of our gender pay gap - the **mean** and **median** gender pay gap.

The **mean gender pay gap** is calculated by adding up all the hourly pay rates and dividing the result by the number of employees. The mean average for both men's and women's hourly pay are calculated and the difference is reported.

Our mean (average) difference in pay is **7.1%** between men and women. The gap has decreased from 7.7% last year.

The **median gender pay gap** is calculated by listing all the hourly pay rates in numerical order. The median is the middle amount. The median for both men's and women's hourly pay is calculated and the percentage difference is reported.

The median difference for us is **11.6%**, an increase from 10.3% last year.

Our gender pay gap can be seen below in the context of our location:

	Mean % Gender Pay Gap	Median % Gender Pay Gap
UK*	14.9	15.4
Wales*	9.0	12.3
Torfaen*	18.8	25.4
Bron Afon	7.1	11.6

*Source: ONS Annual Survey of Hours and Earnings (release date: 2 November 2021)

Bonus Gender Pay Gap

Nobody is paid a bonus, so we have a 0% mean and median gender bonus gap.

¹ [European Institute for Gender Equality](#)

Pay distribution

The distribution of men and women is shown in pay quartiles which are calculated by splitting the whole workforce into equal sized bands based on hourly pay, from lowest to highest. The percentage of men and women is calculated for each quartile is shown in the following table, along with last year's figures.

Quartile	2021		2020		2019		2018		2017	
	F (%)	M (%)	F (%)	M (%)	F (%)	M (%)	F (%)	M (%)	F (%)	M (%)
Lower Quartile	55.4	44.6	56.4	43.6	52.7	47.3	47.9	52.1	48.8	51.2
Lower Mid Quartile	46.5	53.5	46.0	54.0	57.1	42.9	55.4	44.6	50.8	49.2
Upper Mid Quartile	20	80	30.7	69.3	26.8	73.2	27.3	72.7	30.5	69.5
Upper Quartile	37	63	27.7	72.3	27.7	72.3	32.8	67.2	28.4	71.7

What does this mean?

There are a number of key reasons behind our gender pay gap data.

We have a larger proportion of males (60%) than females (40%) in the workforce, which includes a direct labour organisation of 111 (28%) staff, which is predominately male (over 99%).

There is still a:

- Higher proportion of males than females currently employed in the upper (63%) and upper mid quartiles (80%).
- Slightly higher proportion of males in the lower mid (53.5%) and a slightly higher proportion of females in the lower quartile (55.4%).

What are we doing about the Gender Pay Gap?

Closing our gender pay gap is a longer term aim for us, so some actions will take longer than others; which means their impact will not always be immediate. Here's an update:

- **Real time data and analysis:** Work is in progress to introduce real time gender pay gap data, which will enable us to react rather than looking retrospectively at data.
- **Improving data:** Work is being done to improve HR data and this will progress this year.
- **Returning from maternity leave:** The widening of the gap is often associated with a reduced number of hours on return to work after childbirth². The work patterns of our female colleagues returning from maternity leave showed only one has reduced their hours. We have two female colleagues returning later this year, so we are looking at the return to work support that's currently in place and if this can be improved in line with our Working Forward Pledge.
- **Starting salaries:** There is now a process in place to capture the starting salaries of new colleagues to identify any disparity, understand the reasons behind such decisions and provide advice to recruiting managers.

² The Institute of Fiscal Studies [report](#) on the gender wage gap

- **Reduce the potential for unconscious bias:** This requirement has been built into our Learning & Development Plan, to ensure all staff involved in recruitment receive unconscious bias training.

We will be moving forward with the following actions:

- **Roles in lower quartiles:** We still need to review roles and career opportunities to understand what the barriers to progression might be.
- **Approaches to recruitment and monitoring:** While our gender pay gap calculations can help provide indications about the reasons for our pay gap, they will be more meaningful if we have effective gender monitoring procedures in place - recruitment and progression, monitoring of take-up and impact of flexible working. In addition, as a result of strengthening the HR people partners' roles, they will now be more involved in the recruitment process.
- **Review of recruitment:** Part of this is about broadening our reach as we move to agile working; one that creates more opportunities to increase representation within our workforce.
- **Encourage a greater female representation:** Going forward, there will be a focus in recruitment discussions with managers to identify underrepresentation and ensure recruitment activities and processes are 'gender lensed' to maximise participation from women.
- **Succession and workforce planning:** A longer term plan for us will be succession and workforce planning, which is about aligning organisational goals and workforce needs. This will involve regular discussions between heads of service and our HR people partners, which will be data focussed, with service specific data and some insights into this.
- **Review approach to personal development:** Ensuring managers are able to have robust conversations with staff about career aspirations at whatever level they are at. This can include job shadowing to enable staff to experience different roles.

Whilst the gender pay gap calculations help provide indications about the reasons for our gender pay gap, they also help us to build gender equality into our existing practices, which is part of being a good employer; one that strives to achieve fairness at work and a more diverse and flexible work environment.

I confirm that Bron Afon has prepared its 2021 gender pay gap results in line with the requirements. We are committed to the principles of equality, diversity and inclusion, including gender pay equality and will continue to monitor our gender pay gap data closely, taking action where needed.

Alan Brunt
Chief Executive Officer, Bron Afon Community Housing
21 September 2021