

### **About this statement**

From April 2017, the UK Government introduced gender pay gap reporting for all organisations employing over 250 people. This is our sixth report and the figures in this report relate to pay information as at 5 April 2022.

### **Our Gender Pay Gap**

We employed 414 people (in permanent or fixed term contract role) made up of 58% (242) men which includes our trades and 42% (172) women. According to a goal set by the European Institute for Gender Equality<sup>1</sup>, to reach gender parity there should be an even gender split, however, a ratio between 40 and 60 percent is considered acceptable.

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 **6.4%** between men and women, a decrease from 7.1% 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. Our **median** difference is **10.7%**, a decrease from 11.6% last year.

### **Bonus Gender Pay Gap**

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

### **Pay distribution**

The distribution of men and women in pay quartiles (shown below) are calculated by splitting the whole workforce into equal sized bands based on hourly pay, from lowest to highest

### **What does this mean?**

There are a few reasons behind our gender pay gap data. We have a:

- Larger proportion of men (60%) than women (40%) in the workforce, which includes a direct labour organisation which is predominately male (over 99%).
- Higher proportion of men than women currently employed in the upper (60.2%) and upper mid quartiles (78.9%). For there to be no gender pay gap, there would need to be an equal ratio of male to female in each quartile.
- Significant number of men (including trades colleagues) working in higher paid roles coupled with a bigger proportion of women working in the customer hub; which are essential roles for us but they tend to be lower paid. We also know that women and girls don't typically view trades as a career choice, but

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<sup>1</sup> [European Institute for Gender Equality](#)

there's a huge opportunity to tap into new talent to deliver a greener future, as well as a more inclusive workforce.

### **What are we doing about the GPG?**

Closing the gap remains a longer-term aim for us. With some actions taking longer than others their impact will not always be immediate. This year we've:

- Improved HR data
- Started a holistic review of current recruitment process
- Supported specific progression programmes – 'Chwarae Teg's Women's Career Development Programme'
- Started succession and workforce planning conversations with managers supported by service specific data.

Next steps are about:

- Tracking and analysing recruitment data through a gender lens
- Proposing the use of positive action (for gender) in our Recruitment Policy
- Providing inclusive recruitment training (including gender bias) for our HR team and recruiting managers
- Encouraging career conversations
- Maximising the diversity of applicants; encouraging closer working with schools, colleges, and universities
- Exploring opportunities for apprenticeships and how we encourage more women into trade roles, which are predominately occupied by men.

Equality, diversity and inclusion remains a long-term commitment for us. We will continue striving towards our goal of building gender equality into existing practices.

I confirm that Bron Afon has prepared its 2022 gender pay gap results in line with the requirements and will continue to monitor our gender pay gap data closely, taking action where needed.

**Alan Brunt**

**Chief Executive Officer, Bron Afon Community Housing**

**5 September 2022**