

Bron Afon Community Housing Gender Pay Gap 2023

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required, annually, to publish their gender pay gap.

At this year's "snapshot date" we employed 400 people in permanent or fixed term contract roles.

Gender pay gap is often confused with equal pay

Equal pay is about men and woman being paid the same rate for the same work or work that is of an equal value.

The Gender Pay Gap, shows the difference in the average hourly rate of pay between women and men in an organisation, expressed as a percentage of average men earnings. Organisations follow a calculation set out by the Government Equalities Office to report their mean and median gender pay gap, bonus gap, and distribution across pay quartiles. This report is split into 3 sections:

1. Our gender pay gap
2. Causes of the gender pay gap
3. Next steps

1. Our Gender Pay Gap

Gender pay gap is the difference between the average hourly pay received by men and women as at 5 April 2023. There are two measures of the gender pay gap, the mean and median gender pay gap.

Mean gender pay gap

This is calculated by adding up the hourly wages of all relevant employees and dividing the figure by the number of employees. The mean average for both men's and women's hourly pay are calculated and that is the figure that we report on. On 5 April 2023 our Mean gender pay gap was 7%. Whilst April's results saw a slight widening in the gap, which is disappointing to us; recent months saw some changes in the workforce which had a positive impact - reducing the mean from 7% to 5.4%, which we hope to maintain and improve on.

Median gender pay gap

The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from the smallest to the largest. The median gap is calculated based on the difference between the employee in the middle of the range of men's wages and the middle employee in the range of women's wages. On 5th April 2023 our Median gender pay gap was 11.5%.

Bonus Gender Pay Gap

No-one is paid a bonus.

2. What causes our Mean gender pay gap?

Our gender split is 58% men and 42% women. In order to understand why there is a mean gender pay gap, we need to look at the pay of both men and women. We do this

by splitting the workforce into four equal sized bands based on hourly pay, called quartiles – we continue to see:

- a larger proportion of men than women in the workforce, which includes our trades which is predominately men (over 99%).
- higher proportion of men than women currently employed in the upper (60%) and upper mid quartiles (74%). For there to be no gender pay gap, there would need to be an equal ratio of men to women 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.

A check of new starters showed offers of employment were made at different points in the grade. All offers in the customer hub (which were to women) were at the bottom of the grade. In direct services (electrician, gas, painter etc) there were variances of offers (to men) at different points in the grade, based on skills and experience. This might have had an indirect impact on the gap so going forward this will be closely monitored. Since the “snapshot date”, we have seen some recruitment at more senior levels which has helped to close the gap.

3. Next steps

Addressing differences in gender representation will take time, but we are committed to working towards mitigating this. We recognise we are on a journey and are pleased that since the “snapshot date”, steps taken have already had an impact in reducing the gap. These are the actions we will be focusing on to support gender equality for women in the workplace:

- Delivering inclusive recruitment training for managers supported by bite-size people management modules.
- We know that women don't typically view certain roles (trades, portfolio & performance, technology and digital services) as career choice, but there's a huge opportunity to tap into new talent, as well as a more inclusive workforce. We will continue to widen our reach within recruitment advertising and increase our visibility in the community including the younger generation.
- Using measures where there is an under-representation of women, which means a guaranteed interview provided they meet the essential criteria.
- Delivering our Ambition Programme which offers a development journey for colleagues who are aspiring managers, want to progress their own career and take their first steps into management.
- Closely monitoring where new colleagues are appointed within a grade to ensure this does not contribute to the gap.

I confirm that Bron Afon has prepared its 2023 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

14 November 2023