

## **Bron Afon Community Housing Gender Pay Gap**

Organisations with over 250 employees are legally required to publish their gender pay gap every year on six different measures.

At this year's "snapshot date" of 5 April 2024, we employed 388 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:

- Our gender pay gap
- Causes of the gender pay gap
- Next steps

### **Our Gender Pay Gap**

Gender pay gap is the difference between the average hourly pay received by men and women as at 5 April 2024. 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 2024, our Mean gender pay gap is 1.9%.

#### **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 2024, our Median gender pay gap is 13.2%.

#### **Bonus Gender Pay Gap**

No-one is paid a bonus.

### **What causes our Mean gender pay gap?**

Our gender split is 59% men and 41% 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. The data shows that there continues to be a higher percentage of men in the top three pay quartiles than women. This can be seen in quartiles:

- 2 (lower-mid) where there is a higher percentage of men (59.8%) which includes trades colleagues.
- 3 (upper-mid) where men remain significantly overrepresented (73.2%), which has a direct impact on our gap. This is mainly a result of trade and supervisor roles falling in this quartile, which are predominantly occupied by men. It's encouraging to see a slight increase in the percentage of women (26.8%) compared with 26% last year, but this will have little positive impact on the gap.
- 4 (upper) where you will find the highest paid roles. We have more men (59.8%) than women (40.2%) which includes roles grade 8+ (our leadership group of managers). The gender ratio of this group is now 60% (60) men to 40% (40) women. With some changes at senior management team and senior leadership group level, we see an increase in the representation of women.

### **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 this year's "snapshot date", our gap has reduced. Our next steps to support gender equality for women in the workplace we will:

- update policies and procedures – we are committed to updating our family-friendly policies and procedures, specifically, those that affect parents, guardians and carers. The updated policies will ensure that colleagues know the support and flexibility that we can give those with family responsibilities.
- continue to have succession and workforce planning conversations which will include identifying areas of under-representation.
- regularly monitor our recruitment and selection process and continue to upskill managers in ED&I areas. We will also work closely with managers to identify roles where certain genders may be under-represented and where best to advertise vacancies to promote a greater diversity of candidates and representation of all genders and characteristics.

I confirm that Bron Afon has prepared its 2024 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**  
**25 June 2024**