

## Bron Afon Community Housing's Gender Pay Gap report 2025

We are committed to supporting and promoting equality, diversity and inclusion. We care passionately about our people and creating an environment where colleagues feel connected and are supported to be their best.

Our ways of working and pay structures ensure colleagues are paid equally for the work they do. Employers with over 250 employees are required by UK law to publish their gender pay gap annually, based on their payroll on a snapshot date of 5 April each year.

This gender pay gap report must be published within 12 months of the snapshot date. We believe that publishing and monitoring pay gaps helps us to understand the reasons for any gap and consider what action we need to take to tackle the causes.

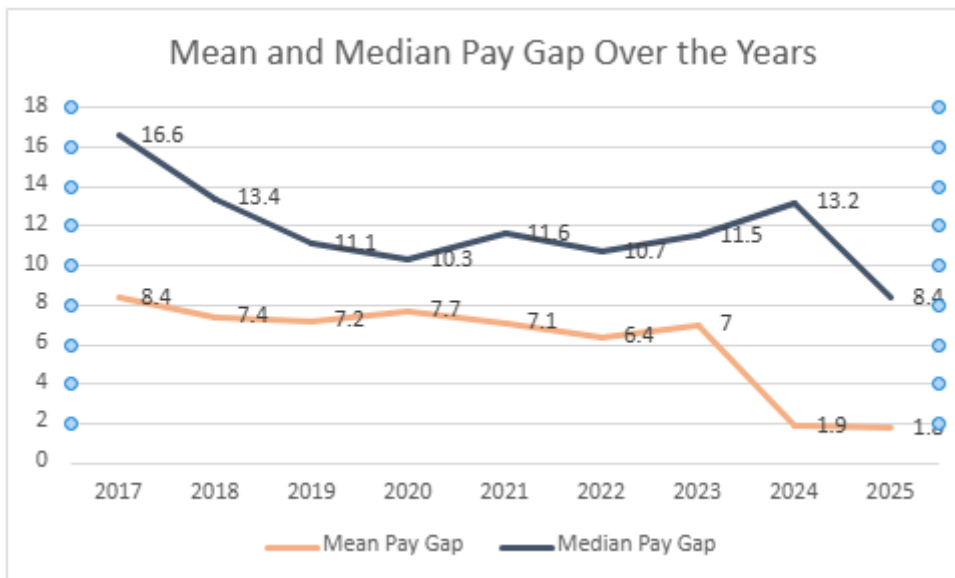
### What does our gender pay gap tell us?

A factor in the pay gap relates to men on average being higher earners. Our gender pay gap continues due to the higher percentage of men in the top three pay quartiles than women.

Gender Pay Gap	Mean	Median
	1.8%	8.4%

The mean gap is 1.8% and there is a median pay gap of 8.4%. The mean pay gap has decreased slightly from 2024 by 1%, when it was 1.9%. The median gap has significantly decreased from its 2024 figure of 13.2%.

Here is a reminder of the mean and median average pay gap over the years.

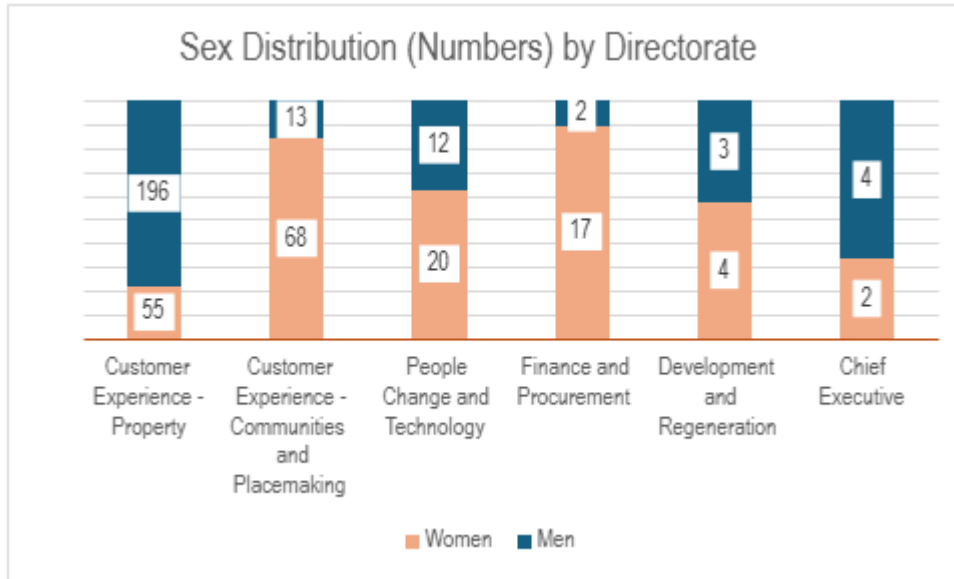


### The make-up of our workforce

On 5 April we employed 396 in permanent or fixed term roles compared with 388 at the same snapshot in 2024. When looking at our representation of women, our split is: 166 women (42%) and 230 men (58%), with women increasing slightly by 1% when compared with the 2024 baseline.

Looking at the representation across the directorates (see below), we see the largest ratio of men to women remains in the Customer Experience - property area of the business,

which includes trade colleagues who are predominately men.



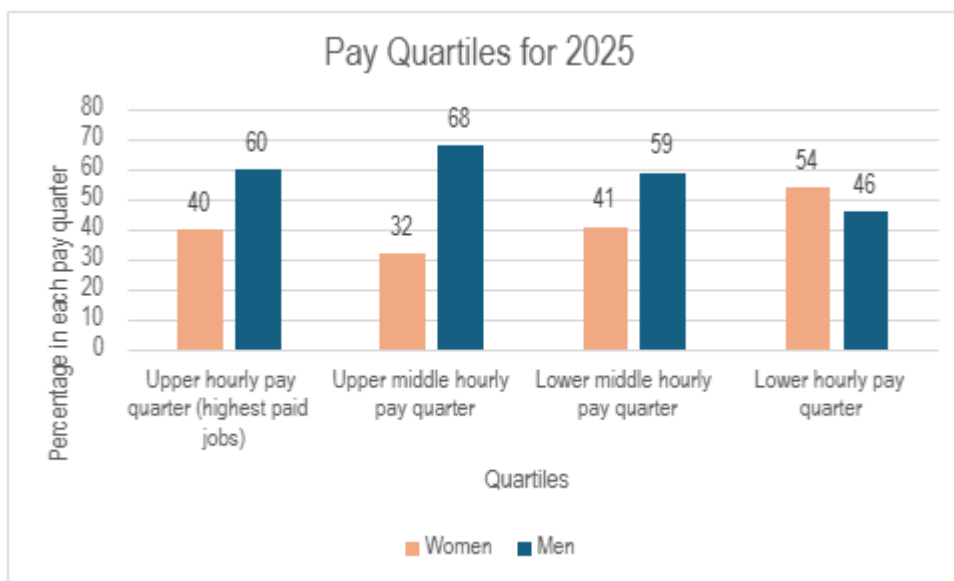
### Bonus Gender Pay Gaps

We do not use any performance related or bonus schemes.

### Pay quartiles

This year's gender pay gap is largely driven by:

- a higher percentage of men in the upper quarter, with no change compared with last year. Here you will find the highest paid roles, which includes roles from grade 8+ (leadership group of managers).
- under representation of women in the upper middle quartile. This is due to trade and supervisor roles falling in this quartile, predominantly occupied by men. It's encouraging to see a 5% increase in the percentage of women compared with last year.



The gender pay gap figures change on a weekly basis depending on the gender of every new starter, leaver and promotion. We know part-time work contributes to the gender pay gap, primarily due to more women working part-time than men, and part-time jobs often

have lower hourly rates. This is the case for us, with 21 women and 3 men working part-time, where the women are working in grades 4-5 (lower and low-mid quartile).

Data from the Office of National Statistics (ONS)<sup>1</sup> helps us to note our position. Actual gender pay gap figures are not available until later this year, so the data below for the UK, Wales and Torfaen are estimates only:

	Mean Gender Pay Gap %		Median Gender Pay Gap %	
	2025	2024	2025	2024
<b>UK</b>	13.8	13.2	13.1	14.3
<b>Wales</b>	6.8	8.1	8.9	11.8
<b>Torfaen</b>	8.7	7.7	18.3	16.1
<b>Bron Afon</b>	1.8	1.9	8.4	13.2

## How will we continue to make a difference?

We believe our people are our best asset and the key to our success. Our vision is to create a strong, agile workforce, where colleagues feel connected and are supported to be their best. So, in turn, we deliver services that matter to our customers, to a high standard, while achieving value for money. We recognise we do have a gender pay gap and there is always more we can do to make sure our people are able to realise their full potential.

### Belonging

We want to promote and embed inclusion in all aspects of our work. We will continue to build a diverse pipeline of talent by:

- Encouraging the next generation of female talent. To break down stereotypes, we have started working with schools to highlight careers with the housing sector.
- Continuing to make changes to recruitment practices. This has included taking on female apprentices and putting our female trades through our development programme for aspiring manager's programme.

### Learning

Our values driven culture ensures that everyone understands how important it is to champion inclusive behaviours. We want to create a learning culture that makes the most of our colleagues' talent and potential to maximise job satisfaction and organisational effectiveness now and in the future. This year, we have put female trades through our aspiring manager's programme. This offers them a development opportunity to progress their careers and take their first steps into management.

### Wellbeing

Putting colleagues' wellbeing at centre stage shows our dedication to making this a great place to work. We recognise the barriers faced by parents when returning to the workplace, so we want to find out more about their experiences.

We recognise that certain life events may disproportionately impact women and are committed to supporting work-life balance, such as flexible working, parental leave and menopause support. We are committed to continuous improvement. By embedding these initiatives into our culture, we are taking meaningful steps to close the gender pay gap while ensuring all colleagues have the opportunity to thrive in their roles.

## **Achieving**

For us this involves, developing and retaining talent. Our 'grow your own' approach enables us to keep our existing talent pipeline by offering development opportunities. Examples include some of our female colleagues from our Aspiring Managers Programme being promoted.

We need to continue to understand the causes of our GPG by exploring areas such as exit interviews, promotions, part time working to help gain further insight into the results by gender and identify emerging trends and implement further initiatives as needed.

I confirm that Bron Afon has prepared its 2025 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 2025**