

## Gender Pay Gap Data for Black Country Housing Group Ltd

As Black Country Housing Group employs more than 250 people we are required by Government legislation to publish details of our gender pay gap. This legislation was introduced in April 2017.

For clarity gender pay gap and equal pay are different things. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Gender pay gap (GPG) shows the difference in average pay between all men and women in a workforce.

At BCHG our pay policy is clear and transparent. Job roles are grouped into job families and we appoint people to roles based purely on merit.

The GPG data for Black Country Housing is as follows:

Number of colleagues in the data source	261
Mean gender pay gap	27.16%
Median gender pay gap	31.74%
Mean bonus gender pay gap	Not applicable at BCHG
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Percentage of staff who receives a bonus	Not applicable at BCHG
Proportion of men and women in each pay quartile:	
Lower Quartile	9% male and 91% female
Lower Middle Quartile	8% male and 92% female
Upper Middle Quartile	23% male and 77% female
Upper Quartile	42% male and 58% female

## Summary from the Executive Team

BCHG is both a social housing landlord and care provider. This data is based on 261 employees of which 79% are women and 21% are men. This high split is unsurprising as care roles are usually occupied by women and we have 62% of our 261 staff working in one of our care and support services. Of those 94% are women.

Both the median and mean gender pay gap results do appear high, but can be explained by the high proportion of women working in those care roles.

Our data shows us that in the upper quartile there are 58% women and 42% men. This reflects positively that we have a number of women holding senior positions within the business. We are proud that both our Chief Executive and Chair of the Board are women who demonstrate strong and effective leadership. Our incoming Director of Finance is female and currently 50% of our Executive Board are also women.

We are committed to developing talent within our organisation and supporting those colleagues that have the potential to grow into more senior roles. This year we will develop and deliver a management development programme to raise standards across the organisation and we will continue to encourage participation in professional networking groups that help colleagues to develop their skills and knowledge.

We understand the importance of work/life balance and support colleagues with options to work flexibly. These include part-time working, working from home or at other locations, SMART working and compressed hours.

In April 2017, we reviewed the terms and conditions of colleagues working in Care and Support. In March 2018, we will review the groups pay policy to ensure that our pay remains fair and that job roles are appropriately grouped. Following this we will review the terms and conditions of our colleagues in Homeforce.

Through Staff Forum we will discuss our gender pay gap and will encourage employees to raise any issues that they believe contribute to gender inequality.