

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	275
Mean gender pay gap	27.06%
Median gender pay gap	26.83%
Mean bonus gender pay gap	Not applicable at BCHG
Median bonus gender pay gap	Not applicable at BCHG
Percentage of staff who receives a bonus	Not applicable at BCHG
<u>Proportion of men and women in each pay quartile:</u>	
Lower Quartile	7.35% male and 92.65% female
Lower Middle Quartile	2.90% male and 97.10% female
Upper Middle Quartile	28.99% male and 71.01% female
Upper Quartile	42.03% male and 57.97% female

Summary from the Executive Team:

BCHG is both a social housing landlord and care provider. This data is based on 275 employees in scope at 5th April 2018 of which 80% are women and 20% are men. This high split is unsurprising as care roles are usually occupied by women and we have 65% of our 275 staff working in one of our care and support services. Of those 95% 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 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. During 2018/19 we have delivered a management development programme to raise management standards across the organisation and we are looking to extend this in 2019/20. 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 and compressed hours. In 2019 we will work collaboratively with colleagues from across the business to develop an agile working policy that is reflective of our organisation.

In April 2017, we reviewed the terms and conditions of colleagues working in Care and Support and we look to repeat this later in 2019. In March 2018, we reviewed the groups pay policy to ensure that our pay remains fair and that job roles are grouped appropriately. In January 2019 we reviewed the terms of conditions of our repairs team and following consultation, new terms will be implemented in the new tax year.

Through the Best Companies survey, we gather staff engagement data and use the results to develop actions to address any areas of concern. One of the 8 factors of engagement in the survey is 'Fair Deal' with questions around pay, terms and conditions and reward.

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.

In addition to gender pay gap, we also measure our ethnicity pay gap, comparing the pay of White/British colleagues against all other ethnicities. Both our mean and median BME pay gap are positive at -11.48 and -8.88 respectively. Of the 275 colleagues in the data capture, 45 are non-White/British (16.4%). White British females (86%) occupy the majority of care and support roles. Of our 45 BME colleagues, 31% are in the upper quartile.