

Gender Pay Gap Data for Black Country Housing Group Ltd (April 2024)

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	244
Mean gender pay gap	20.13%
Median gender pay gap	27.83%
Mean bonus gender pay gap	Not applicable at BCHG
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Percentage of staff who receives a bonus	Not applicable at BCHG
<u>Proportion of men and women in each pay quartile:</u>	
Lower Quartile	11.48% male and 88.52% female
Lower Middle Quartile	9.84% male and 90.16% female
Upper Middle Quartile	27.87% male and 72.13% female
Upper Quartile	45.90% male and 54.10% female

Summary from the Executive Team:

BCHG is both a social housing landlord and care provider. This data is based on 244 employees of which 76% are women and 24% are men. There are 134 colleagues working in care and support services, of those 128 are women (96%). This translates to 69% of women at BCHG work in care and support related roles which is where most of our lowest paid roles are. There are five men working in care roles. Of the 20 roles on the lower pay grades of our main structure (administrator type roles) 18 are occupied by women (90%).



Our data shows us that in the upper quartile there are 54.10% women and 45.90% 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, as is our Director of People and currently 58.30% 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. We offer 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. Through our strategic aim of Outstanding Employer, we have developed talent management plans so that succession opportunities can be identified.

We understand the importance of work/life balance and through our Hybrid Working Policy we support colleagues by promoting and supporting flexibility and health and wellbeing.

We last reviewed our pay levels externally in 2022. This will be repeated in 2025 to ensure we continue to pay colleagues at median pay levels.

At BCHG we have been calculating our Ethnicity Pay Gap for a number of years. The mean and median are calculated by comparing the pay of White British colleagues against that of colleagues from an Ethnic Minority background.

Number of colleagues in the data source	239 (5 colleagues in the data capture elected not to disclose their ethnicity)
Mean ethnicity pay gap	-14.88%
Median ethnicity pay gap	-15.59%

The results are positive. Of the 37 EM colleagues in the data count, 35% of those are paid in the upper quartile and 16.67% are categorised as leaders or managers. 25% of the Executive Board and 33% of the BCHG Board are from an EM background.

Our new EDI Strategy was approved by Board in January 2024 and includes a set of clear targets and a comprehensive action plan detailing how we intend to increase the diversity of our workforce from the top down and across all service areas. We joined the Employers Network for Equality and Inclusion in 2023, achieving their TIDE (Talent, Inclusion and Diversity Evaluation) Silver Award in 2024, and our EDI Sounding Board goes from strength to strength providing challenge and raising awareness across the business.

Through the EDI Sounding Board we will discuss our gender pay gap and will encourage employees to raise any issues that they believe contribute to any form of inequality.