

Gender Pay Gap Data for Black Country Housing Group Ltd (April 2025)

As Black Country Housing Group employs more than 250 people, we are required by Government legislation to publish details of our gender pay gap.

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	232 (in receipt of unadjusted salary)
Mean gender pay gap	19.19%
Median gender pay gap	28.42%
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
Proportion of men and women in each pay quartile:	
Lower Quartile	12.07% male and 87.93% female
Lower Middle Quartile	8.62% male and 91.38% female
Upper Middle Quartile	29.31% male and 70.69% female
Upper Quartile	41.38% male and 58.62% female

Summary from the Executive Team:

BCHG is both a social housing landlord and care provider. This data is based on 232 employees of which 77% are women and 23% are men. There are 127 colleagues working in care and support services, of those 122 are women (96%). This translates to 68% 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 24 roles on the lower pay grades of our main structure (administrator type roles) 21 are occupied by women (88%).

Our data shows us that in the upper quartile there are 58.62% women and 41.38% men. This reflects positively that we have a number of women holding senior positions within the business. At the point of



data capture both our Chief Executive and Chair of the Board are women who demonstrate strong and effective leadership. Our Director of Resources is female, as is our Director of People and Culture and 61.50% of our Executive Board are also women.

Our new CEO (appointed May 2025) is male, which will impact our GPG next year, however we also appointed a female Director of Customer Services in September 2025 maintaining our 75% female Executive Team.

In November 2025 we were assessed by Investors in People and maintained our Gold Award.

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.

In October 2025 we externally benchmarked pay for all of BCHG's roles to ensure that pay levels align to Policy and that we reward people fairly for the work that they do.

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	226 (6 colleagues in the data capture elected not to disclose their ethnicity)
Mean ethnicity pay gap	-13.03%
Median ethnicity pay gap	-3.43%

The results are positive. Of the 39 EM colleagues in the data count, 24.14% of those are paid in the upper quartile and 20.69% are categorised as leaders or managers. 23.08% 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 which we maintained in 2025.

As we develop our new strategic plan, BCHG 2030 every supporting strategy will have EDI Commitments so that accountability for EDI is dispersed across the business.



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.