



Beyond Housing

Gender Pay Gap Report 2018

From Thursday 6 April 2017 the law requires us to annually publish data regarding four types of gender pay gap information:

- Mean and median gender pay gap
- Mean and median gender bonus pay gap
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of our pay structure.

This is the second Gender Pay Gap report for Coast & Country Housing, which sets out the required information and provides context to our approach to pay to explain it.

All data in this report has been calculated using the standard methodologies used in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Data is based on pay for the pay period that includes Thursday 6 April 2018 (our April 2018 pay data) and bonus payments paid between Thursday 6 April 2017 and Thursday 5 April 2018.

On Monday 1 October Coast & Country Housing and Yorkshire Coast Homes merged to become Beyond Housing. Yorkshire Coast Homes was not statutorily required to publish gender pay gap data, therefore the data in this report relates to Coast & Country Housing employees only.

At Coast & Country Housing



Mean and median gender pay gap

The mean pay is our average pay. This is calculated by adding up all salaries and dividing by the number of people paid.

The median pay is the middle value in our pay, calculated by listing all salaries in order of size and picking the middle number.

Our **mean** gender pay gap was



The **UK mean** pay gap in 2018 was estimated to be



This means that on average male employees in Coast & Country Housing were paid **0.74%** less than female employees. At **-0.74%** our mean gender pay gap was significantly lower than the estimate for employees in the whole of the UK. It is also an improvement on the previous year which was **4.7%**.

Our **median** gender pay gap was



The **UK median** pay gap in 2018 was estimated to be



This means that the middle rate of pay for male employees was **2.4%** higher than the middle rate of pay for female employees. At **2.4%**, our median gender pay gap was also significantly lower than the estimate for the whole economy.

1. The estimated mean gender pay gap for employees in the UK (Office for National Statistics (ONS) Annual Survey of Hours and Earnings (AHSE))

2. The estimated median gender pay gap for employees in the UK (Office for National Statistics (ONS) Annual Survey of Hours and Earnings (AHSE))

Our approach

We are confident that our gender pay gap did not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap was the result of the roles in which men and women work within the organisation and the salaries that these roles attracted.

Coast & Country Housing was committed to inclusion, equality and diversity for all our employees and appointed people to roles based on merit regardless of age, race, gender, marital status, sexual orientation, disability, pregnancy or maternity, gender reassignment or religion and belief. We removed names and personal details of applicants at the shortlisting stage to eliminate unconscious bias. We strove to ensure our employees were paid equally for the same or equivalent work, regardless of their sex or any other characteristic set out above by:

- Applying an open and transparent pay band structure and job evaluation tool for all roles up to senior manager level. The job evaluation tool assesses all roles against the same non-discriminatory criteria.
- Externally benchmarking senior manager roles with relevant comparator organisations.

We paid the minimum wage as set by the Living Wage Foundation which exceeds the National Living Wage set by government.

We had a range of flexible working options to enable our employees to effectively manage their work/life balance e.g. flexi time, accrued hours, part-time, condensed hours, shared parental leave, annual leave above the statutory minimum, Christmas closure.

Regular equality, diversity and inclusion training was mandatory for all employees.

Through our Staff Ambassadors, elected employee representatives and our recognised trade unions, we encouraged employees to raise ideas about how to improve their experience at work; this included any issues they believed contribute to gender inequality. We committed to work with them to break down barriers where they existed.

This is our second Gender Pay Gap Report. We have been open and transparent with our employees about our gender pay gap and encouraged them to contribute ideas for ensuring the gender pay gap is closed or eliminated in the future.

Mean and median gender bonus gap

This year we included long service awards in our bonus payment data.

Our **mean** bonus pay gap was

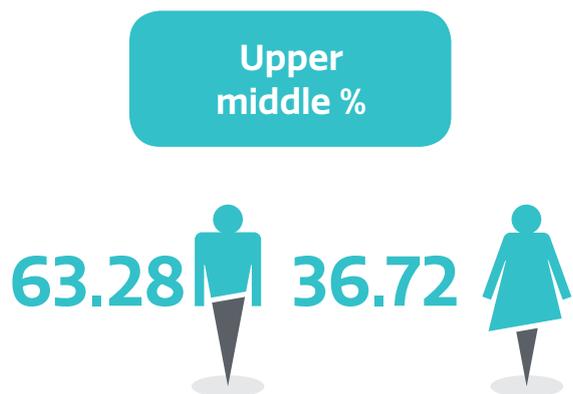
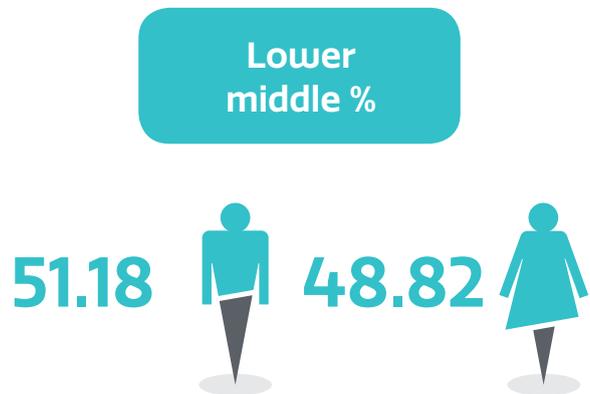
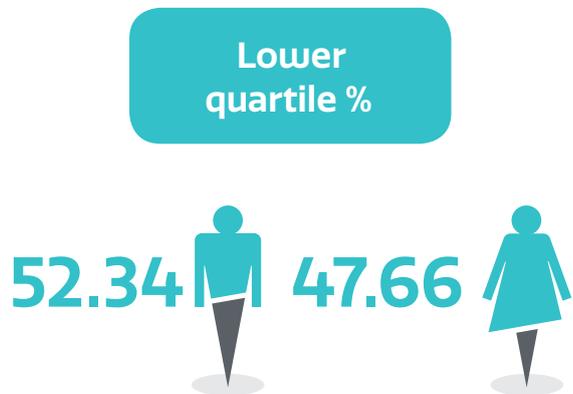


Our **median** bonus pay gap was



Proportion of men and women receiving bonuses





The graphics above illustrate the gender distribution across Coast & Country in four equally sized quartiles (based on hourly rates).

Pay structure analysis

Lower quartile %



+8

The lower quartile had 8 more men than women

Lower middle %



+3

The lower middle quartile had 3 more men than women

Upper middle %



+34

The upper middle quartile had 34 more men than women

Upper %



+19

The upper quartile had 19 more men than women

Our results for 2018 were slightly skewed by the payment of a buy-out payment for the removal of car allowances to 48 employees in April. This placed them in the upper quartile. Without the inclusion of this one off buy out payment the results would have shown slightly less women in the upper 2 quartiles (35.16% upper middle and 41.41% upper quartile).

Our quartile data shows the biggest difference was still the result of a high percentage of upper middle and upper quartile roles being qualified trades roles that were generally male dominated. We developed an action plan to encourage women into trades roles via apprenticeships, sharing good practice and learning from good practice with other housing associations in the region. This action plan included the promotion of work experience to women, having our female trades attend careers fairs with our apprentice team and use of female imagery and positive news stories. Given we did not commence this action plan until after our Gender Pay Gap report was published in March 2018 we were unable to have any impact on the April 2018 statistics. However, our activities have begun to make traction: 50% of our September 2018 intake of trades apprentices were female. While we recognise it will take several years for this to start to have an impact on our gender pay gap and the balance of genders in the upper two quartiles we will continue to focus on encouraging women into trades apprenticeships.

Signed Statement

We confirm the data reported in this document is accurate.

Signed: _____ Date _____

James Hayward RD, **Chair**

Signed: _____ Date _____

Rosemary Du Rose, **Chief Executive**