



Beyond Housing

Gender Pay Gap Report 2019

From Thursday 6 April 2017 the law required businesses with more than 250 employees to annually publish data about 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.

Beyond Housing was created on Monday 1 October 2018 after the merger of Coast & Country Housing and Yorkshire Coast Homes. Coast & Country Housing had been required to report its gender pay gap; Yorkshire Coast Homes was not required to do so but had voluntarily reported.

This is Beyond Housing's first gender pay gap report, therefore comparative data to measure progress from the previous year is not available. This reports establishes our first year data and explains our approach to pay.

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 Friday 5 April 2019 (our April 2019 pay data) and bonus payments paid between Friday 6 April 2018 and Friday 5 April 2019.

At Beyond Housing

56%
of employees
were male



44%
of employees
were female



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

-0.42



The **UK mean** pay gap in 2019 was estimated to be

16.2¹



This means that on average male employees in Beyond Housing were paid **0.42%** less than female employees. At **-0.42%** our mean gender pay gap was significantly lower than the estimate for employees in the whole of the UK.

Our **median** gender pay gap was

1.57



The **UK median** pay gap in 2019 was estimated to be

17.3²



This means that on average male employees were paid **1.57%** more than female employees. At **1.57%** our median gender pay gap was significantly lower than the estimate for employees in the whole of the UK.

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 attract. Approximately **77%** of our male colleagues work in trades or related occupations (e.g. management of trades). Only **2.5%** of our female colleagues work in these occupations. However, we are making attempts to change this but this will take time to take effect and as we encourage women into trade occupations through our apprenticeship scheme this will initially have a negative effect on our gender pay gap: Our lowest paid colleagues are our young apprentices in their first year, earning £5 per hour. At the time of the report we had four female and two male apprentices on this rate of pay. All but one of these apprentices were working in trades.

We are committed to equality, diversity & inclusion for all our employees (we prefer to call them colleagues to better reflect their contribution and accountability for our success) and appoint 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 strive to ensure our colleagues are 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 pay the minimum wage as set by the Living Wage Foundation which exceeds the National Living Wage set by Government.

We have a range of flexible working options to enable our colleagues 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 and Christmas closure. We are actively encouraging our colleagues to move towards more agile ways of working, creating a trust based environment for them to achieve their objectives without dictating when, where and how they achieve them (as much as possible) to help them manage their work life around their other commitments.

Regular equality, diversity and inclusion training is mandatory for all colleagues.

Through our elected colleague representatives, our recognised trade unions and our colleague satisfaction survey, we encourage colleagues to raise ideas about how to improve their experience at work; this includes any issues they believe contribute to gender inequality. Should any such issues be raised we will work with them to break down barriers where they exist.

We will be open and transparent with our colleagues about our gender pay gap and encourage them to contribute ideas for ensuring the gender pay gap is closed or eliminated in the future.

Mean and median gender bonus gap

Our **mean** bonus pay gap was



Our **median** bonus pay gap was



This means the mean average bonus payment was **3.8%** higher for male colleagues than for female colleagues. In real terms this was a difference of **£5.47**.

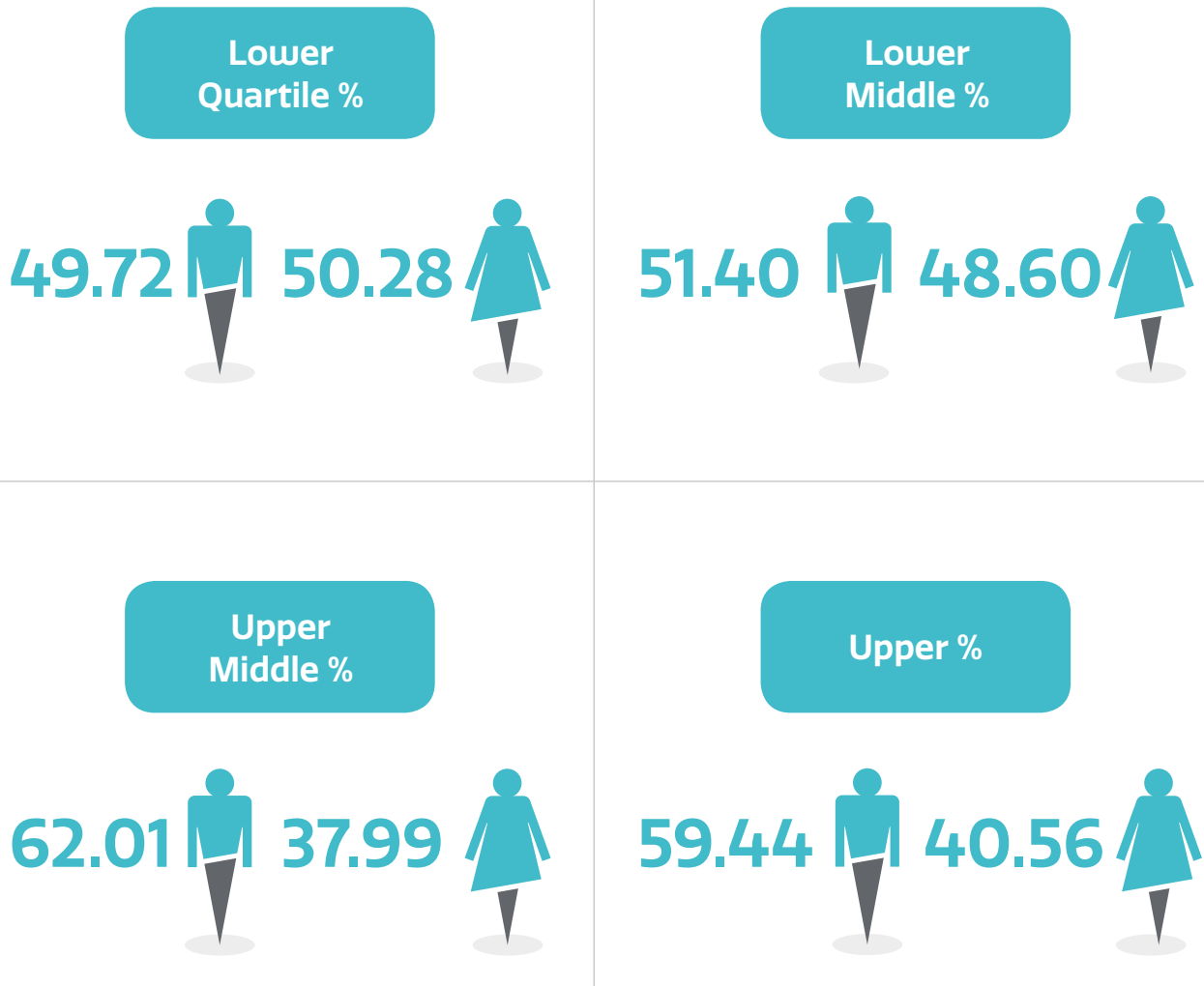
Proportion of men and women receiving bonuses



This means **6.27%** of our male colleagues received a bonus, and **2.83%** of our female colleagues received a bonus.

Our bonus payments relate solely to a long service award scheme still in operation under one of the legacy organisation's terms and conditions. This made payments at 15, 25, 35, 45 or 50 years. Payments were bigger for longer service. 34 colleagues qualified for this award. This scheme has been removed and a new scheme introduced from January 2020 across the whole of Beyond Housing. This will pay smaller awards at more frequent intervals.

PAY QUARTILES



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

Pay structure analysis

Lower Quartile %



+1

The lower quartile has 1 more man than women

Lower Middle %



+5

The lower middle quartile has 5 more men than women

Upper Middle %



+43

The upper middle quartile has 43 more men than women

Upper %



+34

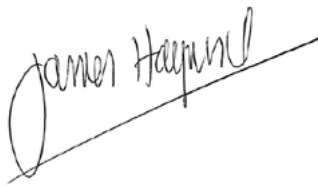
The upper quartile has 34 more men than women

This shows that a change in pay for a very small number of people can impact on our quartile data.

As we progress through our work to integrate the two legacy organisations onto harmonised pay we will monitor the impact of our actions on the gender pay gap, and take appropriate action where necessary.

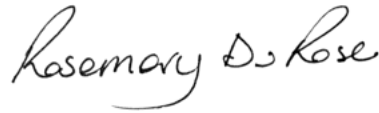
Signed Statement

We confirm the data reported in this document is accurate.



James Hayward RD
Chair

27.03.2020



Rosemary Du Rose
Chief Executive

27.03.2020