

Beyond Housing

Equalities Pay Gap Report 2020

(Incorporating our statutory
Gender Pay Gap Report)



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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 and aspires to achieve equality, diversity and inclusion (EDI) across all of the protected characteristics: gender, age, ethnicity, religion, disability, pregnancy, sexual orientation, gender reassignment and marriage and civil partnership. It will be a key theme in our People Plan which helps achieve our strategic aims.

We have a group of enthusiastic EDI Champions who are leading the way on EDI and have set out the vision for Beyond Housing:

Our EDI vision is to be inclusive and fair, where colleagues and customers are respected, valued and supported for who they are.

We aim to provide services that are adapted to recognise the diverse needs of our people and communities, enabling them to thrive.

We will achieve this through our values in the following way:



Ambitious

we will be award winning and forward thinking



Considerate

we will take account of people's needs and treat them fairly



Accountable

we will ensure EDI is at the heart of all our decision-making, every day, by everyone



Collaborative

we will listen and respond to people's needs and talk about what we do

Beyond housing aspires to be an active leader in our communities, aware of who our customers and service users are and able to quickly adapt to demographic changes and trends. We want to understand our customers' and colleagues' needs and ensure our buildings and services are accessible to all.

We want a diverse workforce where colleagues are comfortable in being their true selves and difference is celebrated and promoted.

We want to be an industry leader, recognised as an organisation committed to EDI by our colleagues, customers and stakeholders. We aim to be recognised by achieving Investors In Diversity Accreditation by 2022 and Leaders In Diversity accreditation by 2024.

This is Beyond Housing's first equalities pay gap report and our second gender pay gap report. This report explains our approach to pay and compares our data against our data for the previous year for gender pay. This is a pay gap report, not a full equalities report that might look to compare our colleague composition with the composition of the population from which we recruit. We will develop a more detailed equalities report to look at this and to identify where we might need to do further work. For example, we may look at equalities data at each stage of the recruitment process to assess whether we need to explore taking positive action (rather than positive discrimination) to redress any imbalances.

There are some protected characteristics for which we are unable to produce pay gap data. There is no main 'reference' group against which to compare the pay of the defined 'minority group' for age and marital status. Additionally there is little benefit in calculating the pay gap for those who are pregnant or on maternity leave given maternity pay may reduce to less than 100% after 6 weeks. We are also unable to report on gender reassignment as we do not have any colleagues who have declared this characteristic.

Our Data

For the purpose of this report where a (+) or (-) is displayed it indicates the direction of movement from the previous year's report.

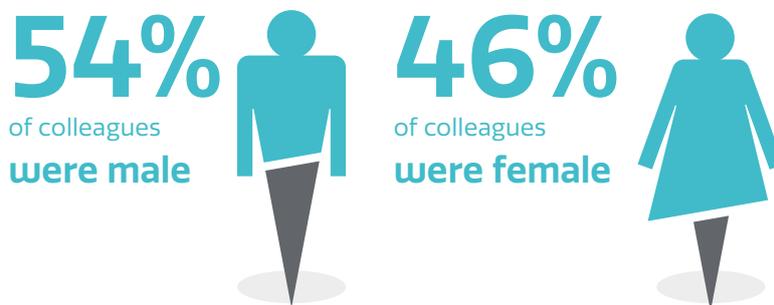
All data in this report has been calculated using the standard methodologies used in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Data is based on pay for the pay period that includes Sunday 5 April 2020 (our April 2020 pay data) and bonus payments paid between Saturday 6 April 2019 and Sunday 5 April 2020.

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.

Gender

At Beyond Housing



This shows a slight increase in the proportion of female colleagues (44% in 2019).

Mean and median gender bonus gap

Our **mean** gender pay gap was

0.72



The **UK mean** gender pay gap in 2020 was estimated to be

14.6



This means that on average male employees in Beyond Housing were paid **0.72%** more than female colleagues. This is an increase on our mean gender pay gap of 2019 which was **-0.42%**, however, it remains significantly lower than the estimate for employees in the whole of the UK.

Our **median** gender pay gap was



The **UK median** gender pay gap in 2020 was estimated to be



This means that the average male employee in Beyond Housing was paid **3.97%** more than the average female employee. This is an increase on our median pay gap of 2019 which was **1.57%** but remains significantly lower than the estimate for employees in the whole of the UK.

A median female colleague at Beyond Housing in April 2020 was a communities advisor or customer income advisor, a median male colleague was a plasterer or bricklayer. While the basic pay for all of these roles is the same, trades colleagues can achieve additional payments for additional skills (which reduces the need for additional trades to be sent to the same job) or standby/on call payments. The median male colleague was in receipt of an additional skills payment under one of the legacy organisation's terms. During 2020 we can expect further changes to the gender pay gap as a result of trades pay alignment which was not implemented until July 2020.

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

Bonuses

Mean and median bonus gap

Our **mean** bonus pay gap was

9.76



Our **median** bonus pay gap was

0.00



This means the mean average bonus payment was 9.76% higher for male colleagues than for female colleagues. In real terms this was a difference of £17.89. This is an increase from the previous year's bonus pay gap which was 3.8%.

Proportion of men and women receiving bonuses

5.35
of male
colleagues
received a bonus



4.84
of female
colleagues
received a bonus

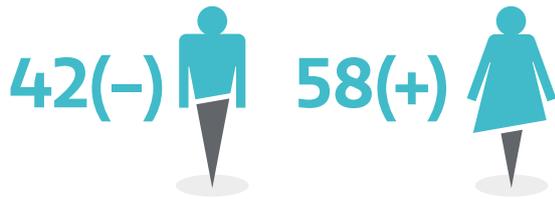


This means 5.35% of our male colleagues received a bonus, and 4.84% of our female colleagues received a bonus.

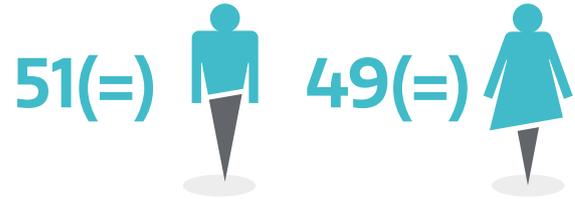
Our bonus payments relate solely to a new long service award scheme implemented in January 2019 replacing a scheme in place in one of the legacy organisations. This new scheme was developed in conjunction with our colleague representatives and provides awards every five years from year five of employment. The award increases with longer service. The median bonus was a payment of £150 which recognised 15 years' service.

PAY QUARTILES

Lower
Quartile %



Lower
Middle %



Upper
Middle %



Upper %



There was growth in the number of colleagues employed during the reporting period of 6% (there was reduced recruitment and ongoing restructuring which impacted on the number of colleagues employed in 2019). There has been an increase in the proportion of women in both the lower quartile (from 90 to 110) and upper quartile (from 73 to 83).

Commentary on gender pay gap

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 69% of our male colleagues work in trades (or related occupations e.g. management of trades) who can increase their pay by joining out of hours rotas or by multiskilling. Only 2% of our female colleagues work in these occupations.

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. However, despite our efforts, only 2 of our 8 new trades apprentices in September 2019 were female, and none were female in 2020. We will review our approach to this with a view to improving the gender balance across our apprentice intake in 2021. (Our recruitment for 2020 was already close to completion at the time of writing this report).

Ethnicity

We ask all our new starters to declare their ethnicity when they apply for a role with us. Completion of the monitoring form is voluntary and we offer the option of 'prefer not to say' for those who do complete the form. Of the 762 colleagues employed only 5 (0.6%) have declared a non-white ethnicity. We do not know the ethnicity of 61 (8%) of our colleagues as they have chosen not to tell us.

Mean and median ethnicity pay gap

Calculating the pay gap between those who declare themselves to be an ethnic minority vs those who declare themselves to be white or choose not to declare:

Our **mean** ethnicity pay gap was

-11.07



This means that on average, colleagues in Beyond Housing who declare they are an ethnic minority are paid **11.07% more** than other colleagues.

Our **median** ethnicity pay gap was

-14.19



This means the average colleague who declares they are an ethnic minority are paid **14.19% more** than other colleagues.

PAY QUARTILES

Lower Quartile %



Ethnic minorities

0



White/unknown

100

Lower Middle %



Ethnic minorities

1



White/unknown

99

Upper Middle %



Ethnic minorities

1



White/unknown

99

Upper %



Ethnic minorities

1



White/unknown

99

Commentary on ethnicity pay gap

Our ethnicity pay gap data indicates that our colleagues from ethnic minorities are not concentrated amongst our lower paid colleagues rather that they are in higher paid roles.

Religion

We ask all our new starters to declare their religion when they apply for a role with us. Completion of the monitoring form is voluntary and we offer the option of 'prefer not to say' for those who do complete the form. The majority of our colleagues are Christian or have declared no religion so we have calculated our pay gap by comparing the pay of those who have declared a non-Christian religion against those who have declared they are Christian or have no religion.

Religious belief	Number	Percentage %
 Buddhist	3	0.4
 Christian	286	37.5
 Jewish	1	0.1
 Muslim	2	0.3
 No religion	240	31.5
 Other	20	2.6
 Sikh	5	0.7
 Unknown	205	26.9
762		

Mean and median religion pay gap

Calculating the pay gap between those who declare themselves to be a non-Christian vs those who declare a Christian religion, no religious belief or who have not declared their religious belief:

Our **mean** religious pay gap was

6.87



This means that on average, colleagues in Beyond Housing who declare they hold non-Christian religious beliefs are paid **6.87%** less than other colleagues

Our **median** religious pay gap was

-2.79



This means the average colleague who declares they hold non-Christian religious beliefs are paid **2.79% more** than other colleagues.

PAY QUARTILES

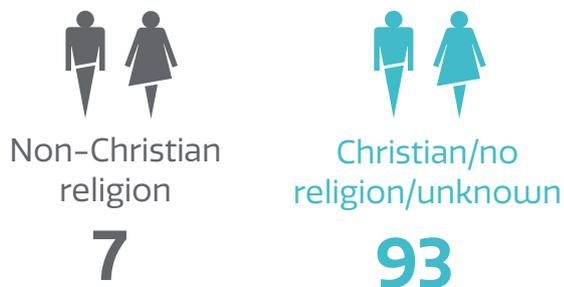
Lower Quartile %



Lower Middle %



Upper Middle %



Upper %



Commentary on religious pay gap

Our religious pay gap data indicates that our colleagues who declare a non-Christian religion are not concentrated amongst our lower paid colleagues, rather that they are fairly evenly distributed across the quartiles.

Disability

We are a Disability Confident Employer. This means we ask all people applying for a job to declare whether they have a disability so we can ensure we invite them to a selection process if they meet the minimum criteria on the person specification, and so we can make appropriate reasonable adjustments if required. Additionally, through our sickness absence and other procedures, where it comes to light that someone has a condition that may be considered a disability we make reasonable adjustments to accommodate their needs.

Disability declared	Number	Percentage %
✓	32	4
✗	730	96
	762	

Mean and median disability pay gap

Calculating the pay gap between those who declare they have a disability and those who have not:

Our **mean** disability pay gap was

3.81 

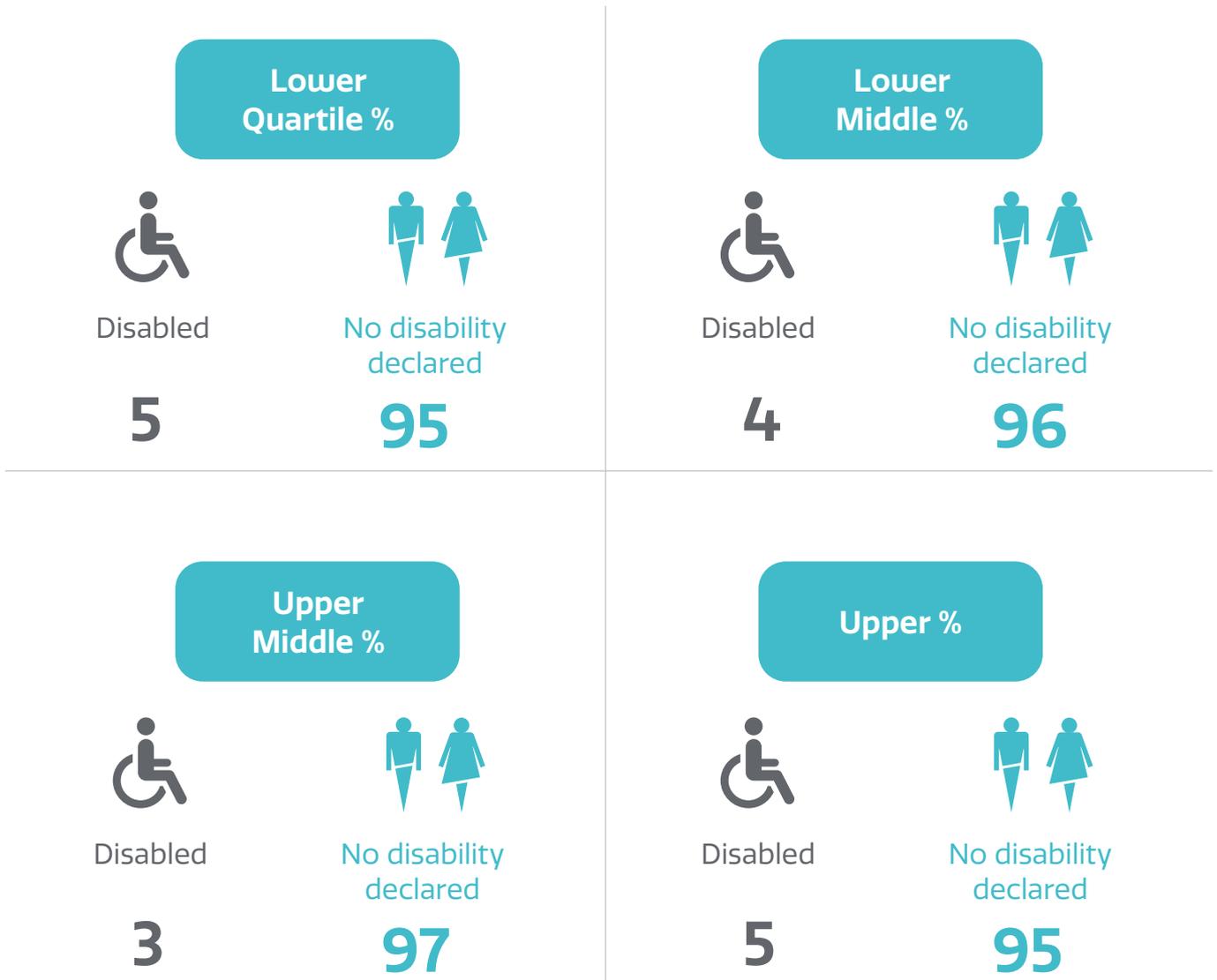
This means that on average, colleagues in Beyond Housing who declare they have a disability are paid **3.81%** less than other colleagues.

Our **median** disability pay gap was

0.00 

This means the average colleague who declares they have a disability are **paid the same as** other colleagues.

PAY QUARTILES



Commentary on disability pay gap

Our disability pay gap data indicates that our colleagues who declare a disability are not concentrated amongst our lower paid colleagues, rather that they are fairly evenly distributed across the quartiles.

Sexual orientation

We ask all our new starters to declare their sexuality when they apply for a role with us. Completion of the monitoring form is voluntary and we offer the option of 'prefer not to say' for those who do complete the form.

Sexual orientation	Number	Percentage %
 Unknown	128	16.5
 Bisexual	5	0.7
 Gay/lesbian	7	1.0
 Heterosexual	616	81.0
 Prefer not to say	6	0.8
	762	

Mean and median sexuality pay gap

Calculating the pay gap between those who declare themselves to be gay, lesbian or bisexual vs those who declare themselves as heterosexual, prefer not to say or choose not to declare:

Our **mean** sexuality pay gap was



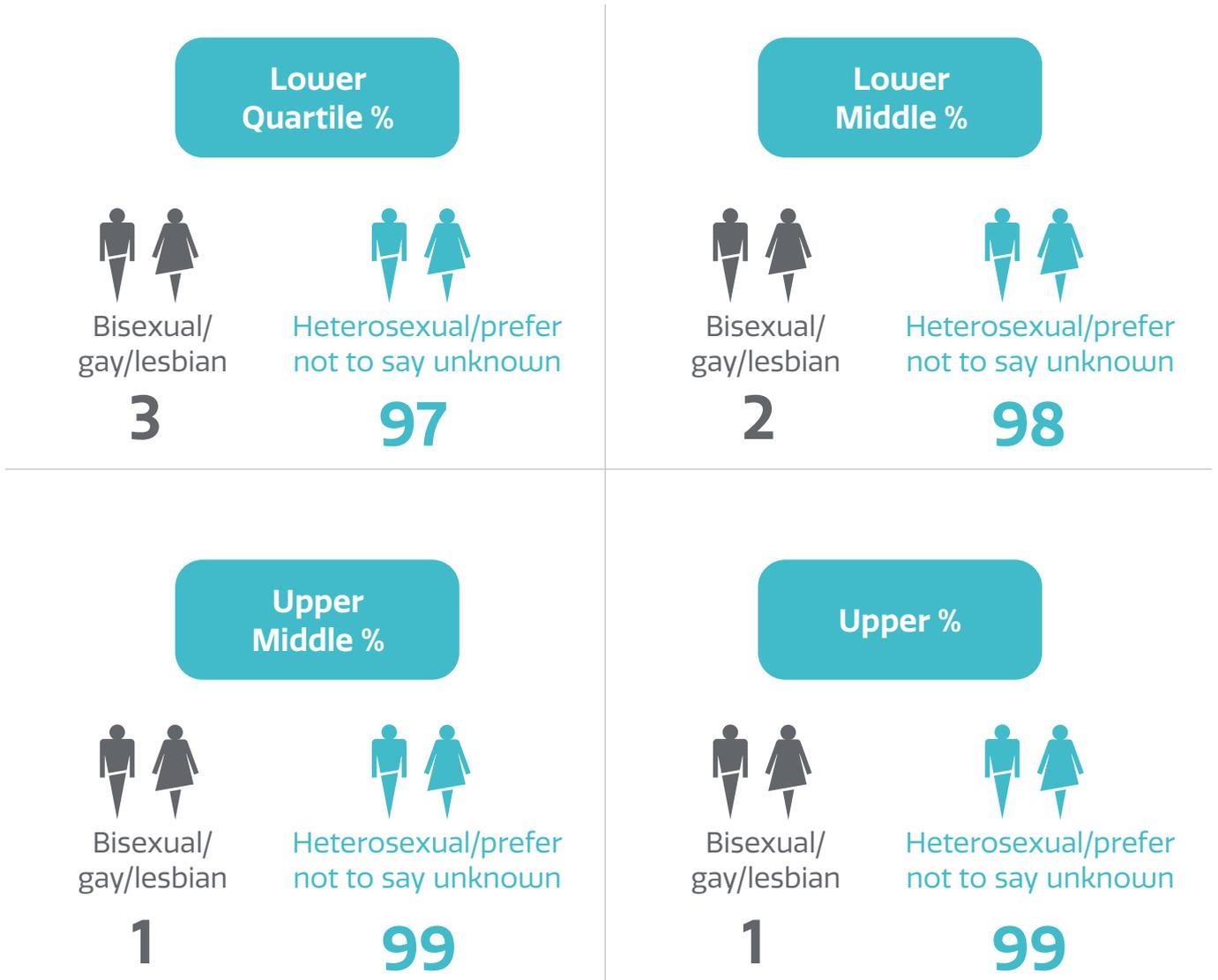
This means that on average, colleagues in Beyond Housing who declare they are gay, lesbian or bisexual are paid **14.22%** less than other colleagues.

Our **median** sexuality pay gap was



This means the average colleague who declares they are gay, lesbian or bisexual are paid **10.47%** less than other colleagues.

PAY QUARTILES



Commentary on sexuality pay gap

We are confident our sexuality pay gap did not stem from paying people differently for the same or equivalent work. The majority of those who declare themselves to be gay, lesbian or bisexual are younger employees and this may be a positive reflection of the reduction in prejudice in society compared to previous years (same sex marriage only came into effect in 2014). It may be that those who are willing to declare their sexuality on a monitoring form are therefore in the earlier stages of their working lives such as apprenticeship or other entry level roles. The EDI Champions group will be asked to explore this in more detail and formulate any specific appropriate actions for Beyond Housing.

Our approach to pay

We are committed to equality, diversity and 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 the Government. This includes our apprentices after their first year. In their first year we pay more than the National Living Wage for apprentices, paying them at least £5.10 per hour.

We have a range of flexible working options to enable our employees to effectively manage their work/life balance e.g. flexible working hours, 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 inequality, discrimination or exclusion. Should any such issues be raised we will work with them to break down barriers where they exist.

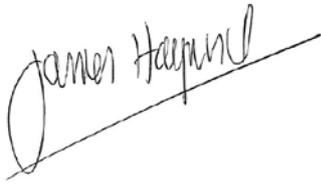
We will be open and transparent with our colleagues about our pay gaps and encourage them to contribute ideas for ensuring pay gaps are closed or eliminated in the future.

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

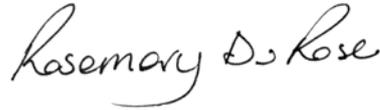


Signed Statement

We confirm the data reported in this document is accurate.



James Hayward RD
Chair



Rosemary Du Rose
Chief Executive