

Gender Pay Gap Data for Black Country Housing Group Ltd (April 2023)

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	224
Mean gender pay gap	20.43%
Median gender pay gap	30.73%
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	10.34% male and 89.66% female
Lower Middle Quartile	8.77% male and 91.23% female
Upper Middle Quartile	35.09% male and 64.91% female
Upper Quartile	36.84% male and 63.16% female

Summary from the Executive Team:

BCHG is both a social housing landlord and care provider. This data is based on 229 employees of which 77% are women and 23% are men. Of the 177 women included in the data capture, 119 of those work in care and support roles (67%) which are amongst BCHG's lowest paid roles. Further investigation revealed that our Supported Living team is made up entirely of women (including the Registered Manager), and roles on the lower pay grades of our main structure (administrator type roles) are also largely occupied by women (82%).



Our data shows us that in the upper quartile there are 63.16% women and 36.84% 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 newly appointed Director of People and currently 63.60% 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.

In 2022, we externally benchmarked the pay of all roles at BCHG to ensure that we continue to pay colleagues at median pay range and to address any areas of pay drift. This exercise is repeated every 3 to 4 years.

At BCHG we have also 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	224
Mean ethnicity pay gap	-19.34%
Median ethnicity pay gap	-16.95%

The results are positive. Of the 30 EM colleagues in the data count, 40% of those are paid in the upper quartile and 15% are categorised as leaders or managers. 27% of the Executive Board and 37% 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 and our EDI Sounding Board goes from strength to strength providing challenge and raising awareness across the business.

Through Staff Forum we will discuss our gender pay gap and will encourage employees to raise any issues that they believe contribute any form of inequality.