



Gender Pay Gap Data for Black Country Housing Group Ltd (April 2019)

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	282
Mean gender pay gap	24.79%
Median gender pay gap	34.05%
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
<u>Proportion of men and women in each pay quartile:</u>	
Lower Quartile	7.04% male and 92.96% female
Lower Middle Quartile	12.86% male and 87.14% female
Upper Middle Quartile	28.17% male and 71.83% female
Upper Quartile	48.57% male and 51.43% female

Summary from the Executive Team:

BCHG is both a social housing landlord and care provider. This data is based on 282 employees of which 76% are women and 24% are men. This high split is unsurprising as of the 214 women included in the data capture, 153 of those work in care and support roles (71%) which are BCHGs lowest paid roles.



Both the median and mean gender pay gap results do appear high, but can be explained by the high proportion of women working in those care roles.

Our data shows us that in the upper quartile there are 51% women and 49% 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 and currently 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. During 2018 and 2019 we have delivered management development programmes 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.

We understand the importance of work/life balance and in 2019 we launched our new Agile Working Policy to promote and support flexibility and healthy work / life balance.

In Dec 2019, we externally benchmarked the pay of all roles at BCHG to ensure that we continue to pay colleagues at median pay levels and to address any areas of pay drift.

In 2020 we will review and refresh our Diversity and Inclusion Strategy.

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