

## Gender Pay Gap Data for Black Country Housing Group Ltd (April 2020)

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:

<b>Number of colleagues in the data source</b>	252
<b>Mean gender pay gap</b>	27.07%
<b>Median gender pay gap</b>	31.48%
<b>Mean bonus gender pay gap</b>	Not applicable at BCHG
<b>Median bonus gender pay gap</b>	Not applicable at BCHG
<b>Percentage of staff who receives a bonus</b>	Not applicable at BCHG
<b><u>Proportion of men and women in each pay quartile:</u></b>	
<b>Lower Quartile</b>	11.11% male and 88.89% female
<b>Lower Middle Quartile</b>	3.17% male and 96.83% female
<b>Upper Middle Quartile</b>	23.81% male and 76.19% female
<b>Upper Quartile</b>	38.10% male and 61.90% female

### Summary from the Executive Team:

BCHG is both a social housing landlord and care provider. This data is based on 252 employees of which 81% are women and 19% are men. This high split is unsurprising as of the 205 women included in the data capture, 151 of those work in care and support roles (74%) which are amongst 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. Further investigation revealed that our Supported Living team is made up almost entirely of women, and roles on the lower pay grades of our main structure (administrator type roles) are also largely occupied by women (80.76%).

Our data shows us that in the upper quartile there are 61.90% women and 38.10% 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. We offer many management development opportunities 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 Great Days at Work we will identify talent and succession opportunities and develop a number of career pathways.

We understand the importance of work/life balance and through our Agile Working Policy and Health and Wellbeing Strategy, support colleagues by promoting and supporting flexibility and health and wellbeing.

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.

Our new EDI Strategy was approved by Board in January 2021. The strategy 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.

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.