



BOURNEMOUTH CHURCHES HOUSING ASSOCIATION (BCHA)

GENDER PAY GAP REPORTING APRIL 2018 (BASED ON 05.04.17 DATA)

- NUMBER OF REPORTABLE EMPLOYEES**

273 (100 males and 173 females).

- THE MEAN GENDER PAY GAP PER HOUR IS 8.36%**

Men	11.96
Women	10.96
Difference as a % of male pay	8.36

- THE MEDIAN GENDER PAY GAP FOR ORGANISATION 0%**

Men	9.99
Women	9.99
Difference as a % of male pay	0

- THE MEAN GENDER BONUS GAP FOR ORGANISATION 0%.**

BCHA did not award bonuses in the April 2017 pay period, as a result, there are no differences to report

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- THE PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE ARE (68 employees per quartile):**

Quartiles	Males	Females
Upper	39.71	60.29
Upper Middle	33.82	66.18
Lower Middle	30.88	69.12
Lower	42.03	57.97

- **SUMMARY NARRATIVE**

BCHA`s result clearly shows that that there is no gender pay gap between men and women below the level of SLT and there is no overall Median Gender pay gap. There are also a higher percentage of females in the Upper Quartile than in the Lower Quartile.

The mean average figure was distorted as a result of a female member of SLT being on maternity leave (and therefore her salary could not be included in the calculation) and the fact that there are currently more males than females on SLT. It is anticipated that the mean salary figure will show a clear reduction in the next reporting period as a result of the female member of staff being back at work.

No further action is required as a result of this report, however, SLT will continue to monitor and ensure its policies reflect fairly and equally to men and women.

Martin Hancock
CHIEF EXECUTIVE

DATED March 2018