



## BOURNEMOUTH CHURCHES HOUSING ASSOCIATION (BCHA)

### GENDER PAY GAP REPORTING APRIL 2019 (BASED ON 05.04.18 DATA)

- **NUMBER OF REPORTABLE EMPLOYEES**

Full Pay employees for the reporting period consist of 101 males and 176 females.

- **THE MEAN GENDER PAY GAP PER HOUR IS 12.11%**

Mean Hourly Pay for Men £	£12.53
Mean Hourly Pay for Women £	£11.01
Difference as a % of male pay	12.11%

- **THE MEDIAN GENDER PAY GAP FOR ORGANISATION 2.3%**

Median Pay Rate for Men £	£10.41
Median Pay Rate for Women £	£10.17
Difference as a % of male pay	2.30%

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

BCHA did not award bonuses in the April 2018 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 (69 employees per quartile):**

Pay Quartiles	% Males	% Females
Upper	49.28	50.72
Upper Middle	33.33	66.67
Lower Middle	28.99	71.01
Lower	34.29	65.71

- **SUMMARY NARRATIVE**

BCHA`s result shows there is a Mean Gender Pay gap 12.11% and a Median Gender Pay Gap of 2.30%. This is below the national averages but BCHA are committed to making improvements.

There are key factors influencing our Gender Pay Gap:

- BCHA has a larger female demographic, 64% females and 34% males
- We have a higher amount of females in all pay quartiles, including the lower quartile which is a contributory factor. However, females in the lower quartile on average earn 2.31% per hour more than their male counterparts in the same quartile.
- The gender ratio is lowest in the upper pay quartile, then any other quartile. This group also comprises the Senior Leadership Team. At the time of reporting this group included a higher percentage of males. This does not mean that members of this group are paid unequally.

BCHA is monitoring the changing demographics and will continue to ensure its policies reflect fairly and equally to men and women.

We are working on reviewing our recruitment practices to establish how we can attract a variation to the Upper and Lower pay quartiles. To encourage more women to apply for senior roles and promote our flexible working benefits to both men and women.

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**Martin Hancock**  
**CHIEF EXECUTIVE**

**DATED April 2019**