



## BOURNEMOUTH CHURCHES HOUSING ASSOCIATION (BCHA)

### GENDER PAY GAP REPORTING APRIL 2020 (BASED ON 05.04.19 DATA)

- NUMBER OF REPORTABLE EMPLOYEES**

Full Pay employees for the reporting period consist of 105 males and 162 females.

- THE MEAN GENDER PAY GAP PER HOUR IS 6.73%**

Mean Hourly Pay for Men £	£12.49
Mean Hourly Pay for Women £	£11.65
Difference as a % of male pay	6.73%

- THE MEDIAN GENDER PAY GAP FOR ORGANISATION 2.26%**

Median Pay Rate for Men £	£10.63
Median Pay Rate for Women £	£10.39
Difference as a % of male pay	2.26%

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

BCHA did not award bonuses in the April 2019 pay period, as a result, there are no differences to report

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

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- THE PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE ARE (67 employees per quartile):**

Pay Quartiles	% Males	% Females
Upper	45.45	54.55
Upper Middle	43.28	56.72
Lower Middle	29.85	70.15
Lower	38.81	61.19

- **SUMMARY NARRATIVE**

BCHA`s result shows there is a Mean Gender Pay gap of 6.73% and a Median Gender Pay Gap of 2.26%. 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 of 60% females and 40% males
- We have made improvement in our gender demographics within the pay quartiles, seeing a 3.83% increase in the amount of women whose earnings fall within the Upper pay quartile.
- Variance in earnings is lowest within the Upper and Lower Middle quartiles with less than 1% variance in pay between genders. The largest variation in pay remains within the Upper pay quartile, a group also comprising the Senior Leadership Team.

BCHA is in the process of changing its pay structures and will continue to review how pay is awarded across the business into the next financial year. This will include ongoing monitoring of how this is impacting the gender demographics across all pay quartiles. BCHA will take action where its identified that a particular pay practice may adversely affect any one group.

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

**DATED 24 March 2020**