



BOURNEMOUTH CHURCHES HOUSING ASSOCIATION (BCHA)

GENDER PAY GAP REPORTING OCTOBER 2021 (BASED ON 05.04.20 DATA)

- NUMBER OF REPORTABLE EMPLOYEES**

Full Pay employees for the reporting period totalled 299, consisting of 107 males and 162 females.

- The mean gender pay gap is **9.84%** (2019 - 6.73%)
- The median gender pay gap for Organisation **4.98** (2019 – 2.26%)
- The mean gender bonus gap for Organisation **0%** (2019 – 0%).
- The median gender bonus gap for Organisation **0%** (2019 – 0%)

- THE MEAN GENDER PAY GAP PER HOUR IS 9.84%**

Mean Hourly Pay for Men £	£12.84
Mean Hourly Pay for Women £	£11.58
Difference as a % of male pay	9.84%

- THE MEDIAN GENDER PAY GAP FOR ORGANISATION 4.98%**

Median Pay Rate for Men £	£10.60
Median Pay Rate for Women £	£10.07
Difference as a % of male pay	4.98%

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

The mean and median gender bonus gap were both 0%. BCHA did not award bonuses in the April 2020 pay period (2019 – nil), as a result there are no differences to report.

- THE PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE ARE (75 employees per quartile):**

Pay Quartiles	% Males	% Females
Upper	42.67	57.33
Upper Middle	41.33	58.67
Lower Middle	30.67	69.33
Lower	29.73	70.27

- **SUMMARY NARRATIVE**

Whilst BCHA's gender pay gap figures remain below national averages the organisation is committed to making improvements.

The key factors influencing our Gender Pay Gap include:

- BCHA has a larger female demographic, 64% females and 36% males (2019 – 60% females and 40% males);
- We have made improvement in our gender demographics within the pay quartiles, seeing a 2.78% and 1.95% increase in the amount of women whose earnings fall within the upper pay quartile and upper middle pay quartile respectively;
- 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 1% per hour more than their male counterparts in the same quartile and for the upper middle quartile it is 3.85% more;
- Variance in earnings is lowest within the Lower Middle quartile with less than 1% variance in pay between genders. The largest variation in pay remains in the Upper pay quartile, a group which also comprises the Executive Leadership Team. At the time of reporting this group included a higher percentage of males due to gaps in recruitment. This does not mean that members of this group are paid unequally.

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 it is identified that a particular pay practice may adversely affect any one group.

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



Martin Hancock
CHIEF EXECUTIVE

DATED 4 October 2021