

# Gender Pay Gap

## Statement 2018



Bernicia build, rent sell and manage homes, provide estate and facilities management and specialist care and support services to **over 60,000 customers.**

Whilst first and foremost a Housing Association providing quality affordable homes and services, we also have a number of successful commercial trading subsidiaries providing quality block and facilities management, estate agency, private rented and open spaces management.

Our staff are at the heart of us achieving this, with their skills and expertise, passion and professionalism central to our success.

**We value staff as our greatest asset** and as such have been an **Investors in People Gold** accredited employer for the past nine years. We also have gold standard accreditation from Equality North East, reflecting our high level commitment to equality, inclusivity and diversity, and Continuing Excellence from Better Health at Work, recognising our commitment to promoting good health and wellbeing amongst our staff.

Following the amalgamation of our group structure, we are now required to publish various details relevant to our gender pay gap. These are presented below with supporting narrative to provide context and understanding of the figures.

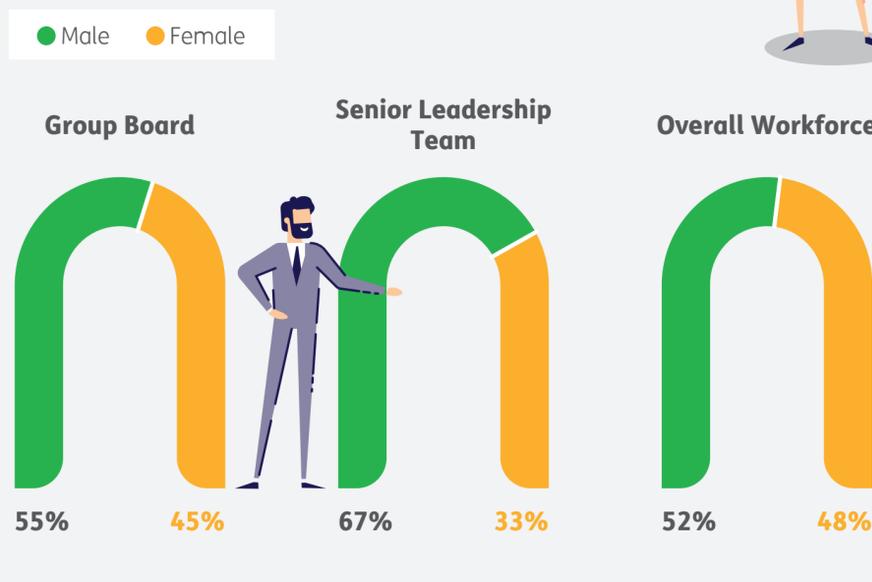
Our corporate strategy, Housing People, Helping People will see us **invest £190m in North East communities** over the next five years, aligned to our 4 strategic objectives;

- Delivering an exceptional housing service that responds to the needs of our tenants, customers and market place
- Investing in homes, neighbourhoods and communities
- Building an effective organisation
- Helping to deliver the regional agenda.



## £190million investment in North East communities

### Bernicia Establishment Gender Profile



Bernicia has 8 distinct operating divisions, across both the social and commercial sectors, the gender profile of which is illustrated below:

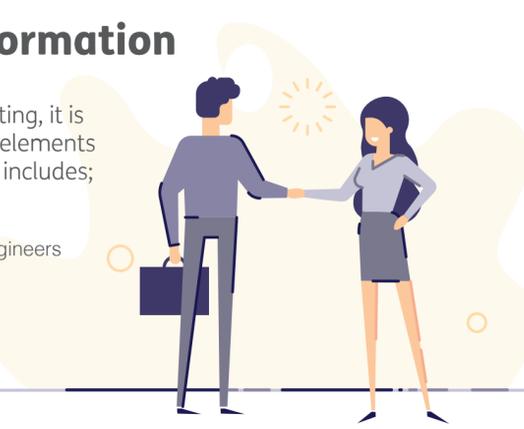
Division	Male	Female
Overall Group	52%	48%
People	24%	76%
Housing	27%	73%
Finance	27%	73%
Commercial	40%	60%
Development	64%	36%
Technical Services	73%	27%
ICT	74%	26%
Maintenance & Construction	85%	15%

Bernicia's property maintenance and construction function makes up 27% of our entire establishment. As with most organisations operating within this sector this function is male dominated, with 85% of the staff male.

### Gender Pay Gap Information

For the purpose of gender pay reporting, it is necessary to incorporate a range of elements into the calculation, for Bernicia this includes;

- Basic Pay
- Stand-by payments for maintenance engineers available on 24/7 call out.
- Vehicle allowances.
- Responsibility and tool allowances.
- Bonus and commission payments.



The calculations are presented below as both mean and median averages, designed to give a more balanced view of the gender pay gap;

**Mean Gender Pay Gap**

**18.4%**

**Median Gender Pay Gap**

**20%**

**Proportion of males receiving a bonus payment**

**1.33%**

**Proportion of females receiving a bonus payment**

**1.52%**

**Mean Bonus Rate**

**-73%\***

**Median Bonus Rate**

**51%**

\* In accordance with recommended practice, this is reported as a minus figure as it presents as higher for women.

Gender distribution across quartiles:

Female staff		Male staff
68%	Lower	32%
41%	Lower Middle	59%
57%	Upper Middle	43%
27%	Upper	73%

#### Figures in Context

We do not operate general bonus payment arrangements. There are however some staff in our commercial operations who receive commission for sales activities, these staff are predominantly women. There are 4 men in our property maintenance function who retain bonus payments from TUPE arrangements; these payments do not attract the same value as commission payments.

The distribution of women and men across lower middle and upper middle quartiles is reasonably well balanced. The predominance of women in the lower quartile and men in the upper quartile is reflective of the national picture.

## We aim make a continued positive impact upon our gender pay gap as detailed in the Progress section below.

### Progress and Going Forward

Whilst this is our first published gender pay gap statement, we have been focussed on this for some time; putting an action plan in place to ensure Bernicia continues to be recognised as the fair and inclusive employer it prides itself on being. These actions have included:

- A development programme for the Senior Leadership Team to ensure they are well equipped to compete for future opportunities
- Designing and implementing a talent development programme to ensure staff operating at all levels can flourish and maximise their career development.
- Targeted recruitment and advertising campaigns to break down occupational segregation and encourage more female applicants into senior and traditionally male dominated roles.



- Retaining Equality North East Gold accreditation, recognising our approach to ensure equitable and inclusive opportunities for everyone
- Winner of the Excellence in People Development Award from CIPD north east.

**These achievements and actions compliment established practices already in place including:**

- Occupational maternity and parental leave arrangements above statutory requirements.
- The opportunity for flexible working for all staff, at all levels of the business.
- Open access to talent development programmes, which put the individual in the driving seat of their career.

We remain committed to continue this progress and have enhanced our action plan further, to ensure we continue to be recognised as a fair and inclusive employer.

**We are pleased with the recent benefits these activities have achieved, including:**

- A 3.6% reduction of our mean gender pay gap from 22% in 2016.
- The appointment of a further 3 women to our Group Board from September 2018, achieving 45% female representation
- The appointment of our first female Executive Director and the appointment of a further female to the senior leadership team.
- The appointment of our first female trade apprentice engineer.
- Being shortlisted in 4 categories of the Women In Housing awards

Signed *Andrea Malcolm*

Andrea Malcolm, Director of People, Culture and Communication  
March 2019