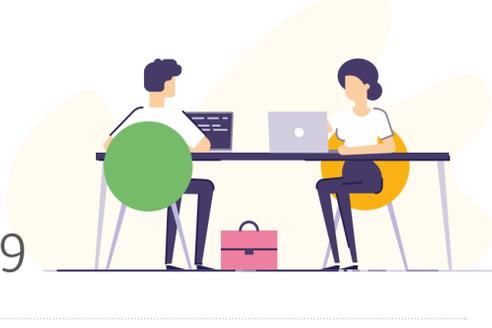


# Gender Pay Gap

Statement 2019



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.

Details relevant to our gender pay gap are presented below with supporting narrative to provide context and understanding of the figures.

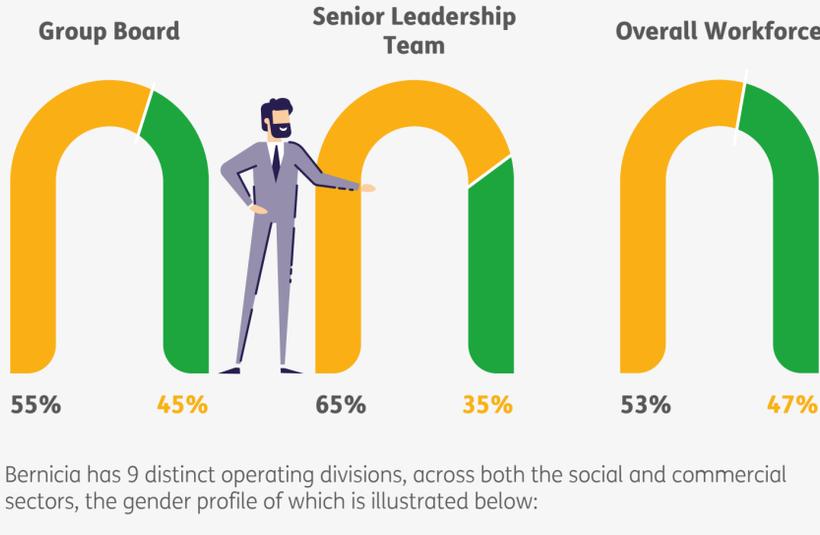
Our corporate strategy, Housing People, Helping People will see us **invest £200m in North East communities** over the next five years, aligned to our 4 strategic objectives;

- 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.

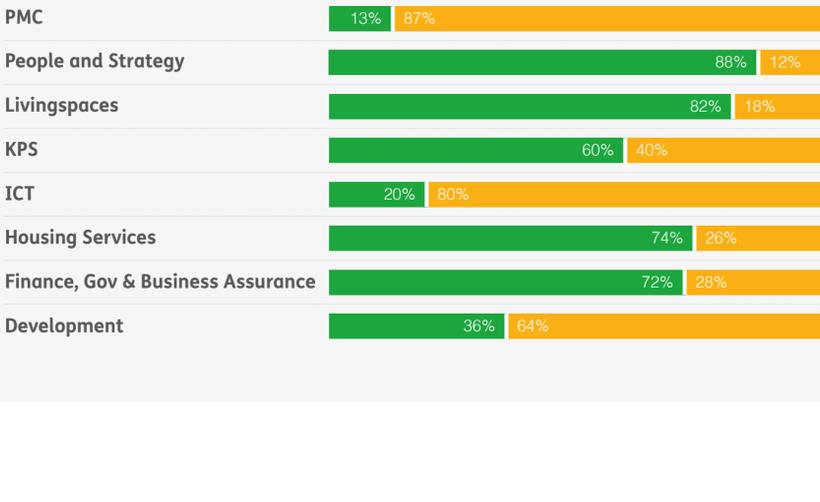


## £200million investment in North East communities

### Bernicia Establishment Gender Profile



Bernicia has 9 distinct operating divisions, across both the social and commercial sectors, the gender profile of which is illustrated below:



### 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**  
**14.53%**

**Median Gender Pay Gap**  
**12.32%**

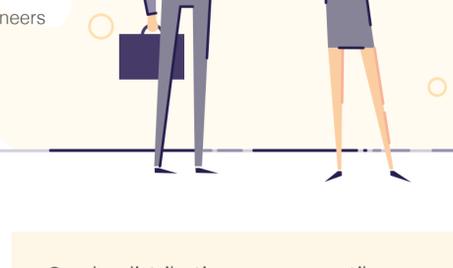
**Proportion of males receiving a bonus payment**  
**0.7%**

**Proportion of females receiving a bonus payment**  
**2.5%**

**Mean Bonus Rate**  
**-56.6%\***

**Median Bonus Rate**  
**30.1%**

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



Gender distribution across quartiles:

Quartile	Female staff (%)	Male staff (%)
Lower	59%	41%
Lower Middle	45%	55%
Upper Middle	51%	49%
Upper	32%	68%

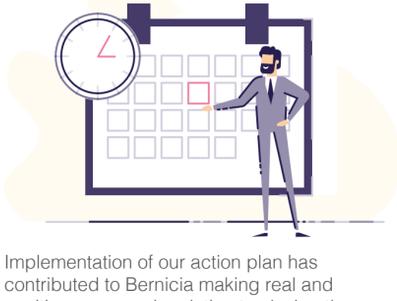
**Context:**  
We do not operate general bonus payment arrangements. There are however some staff in our commercial operations who receive commission for sales activities, these staff are predominantly women. There is 1 male in our property maintenance function who receives a bonus payments due to TUPE arrangements.  
  
The predominance of women in the lower quartile and men in the upper quartile is reflective of the national picture. Nevertheless we continue with our aim make a positive impact upon this, as detailed in the Progress section below.

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

### Progress and going forward

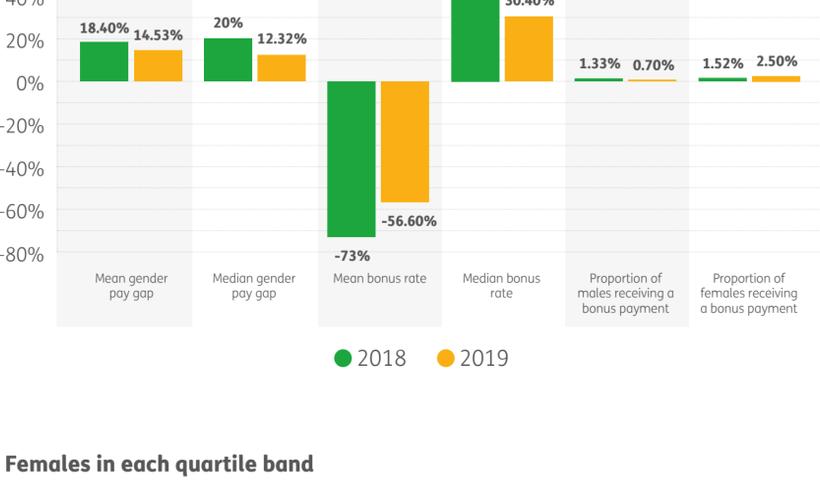
Whilst 2019 was our first published gender pay gap statement, we have been focussed on this for some time; putting an action plan in place to ensure Bernicia continues to be recognised as the fair and inclusive employer it prides itself on being. These actions have included:

- 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.

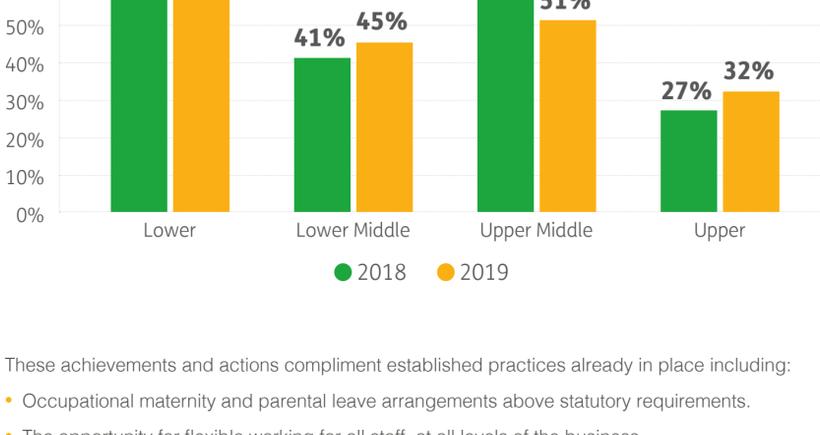


Implementation of our action plan has contributed to Bernicia making real and positive progress in relation to closing the gap over the past 15 months. The evidence of this is presented below;

### Gender pay gap indicators



### Females in each quartile band



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 regularly review our action plan in relation to good practice, to ensure we continue to be recognised as a fair and inclusive employer.