

Gender Pay Gap Statement 2020



Bernicia is a highly respected organisation that's provided quality affordable homes and delivered exceptional services to the people of the North East for over 60 years.

We know that having a place to call home is everything. What we do at Bernicia can make a remarkable difference to people's lives. With a commitment to help one person, comes the potential to enhance a community and help transform our region.

We are the principal provider of genuinely affordable, quality homes across many North east communities, and have a continuous pipeline of new homes in development, across a range of property types and tenures.

We provide housing and services for single people, couples, families and older residents and for people who need a bit more support to enjoy the independence of living in their own home.

As an anchor institution with such reach, influence and impact, we make a real and lasting contribution to community wealth, demonstrated through the way we employ, develop and support people, the way we invest our financial capacity, and prioritise economic, social and environmental benefits.

Whilst first and foremost a Housing Association, we also have several commercial trading subsidiaries providing quality block and facilities management, estate agency, private rented and open spaces management. Through an ethical operating model, our commercial company profits are channelled into The Bernicia Foundation, a charity which provides grants to projects that support social

and financial inclusion, and for young people to pursue their talents.

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 marketplace
- Investing in homes, neighbourhoods and communities
- Building an effective organisation
- Helping to deliver the regional agenda.

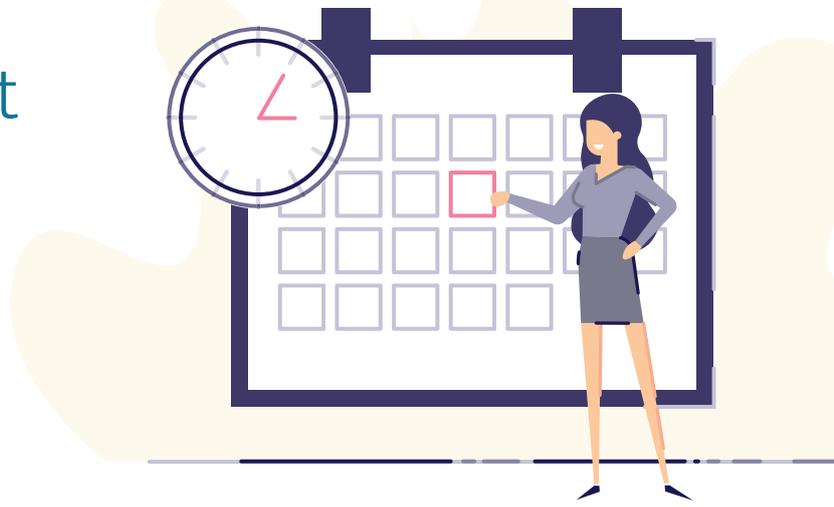
Our people remain at the heart of achieving this, with their skills and expertise, passion and professionalism central to our success.

We value staff as our greatest asset and as such have been an Investors in People Gold accredited employer for the past nine years.

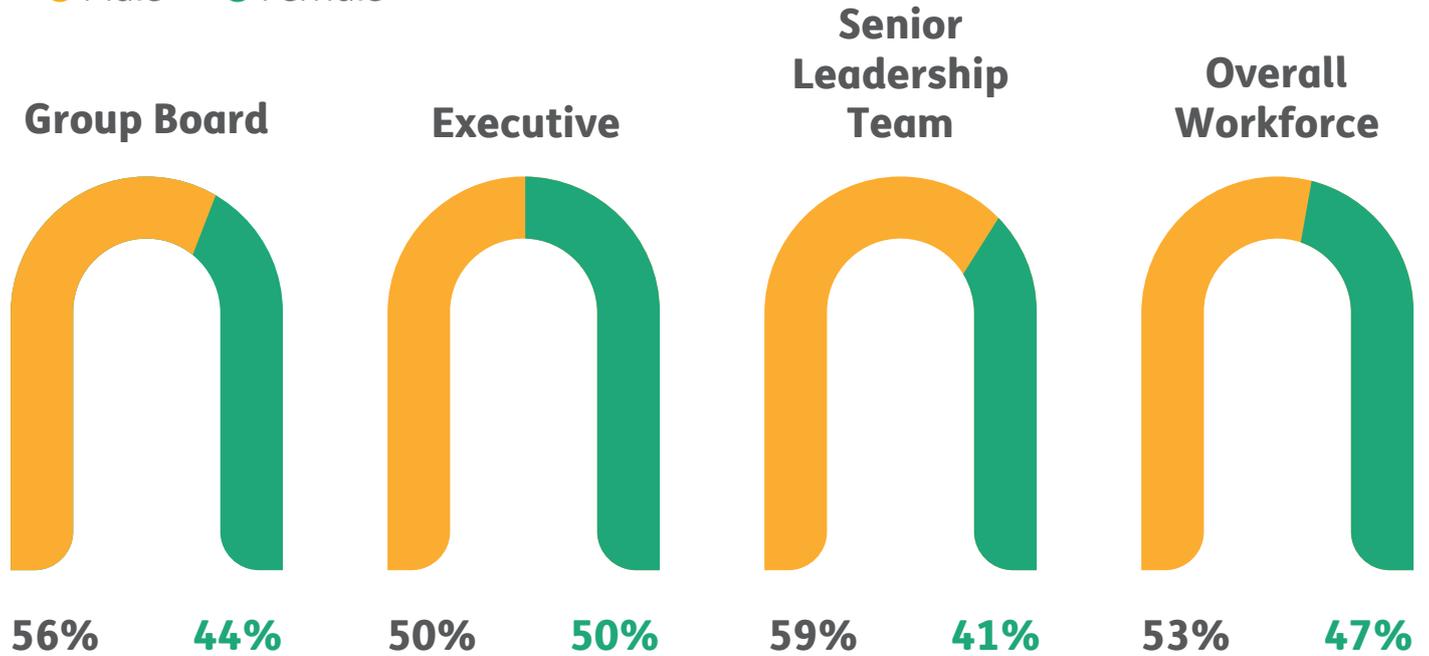
We also have Continuing Excellence status from Better Health at Work, and in 2021 will re-affirm our commitment to Equality Diversity and Inclusion through the launch of our Opening Doors, Building Communities strategy.

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

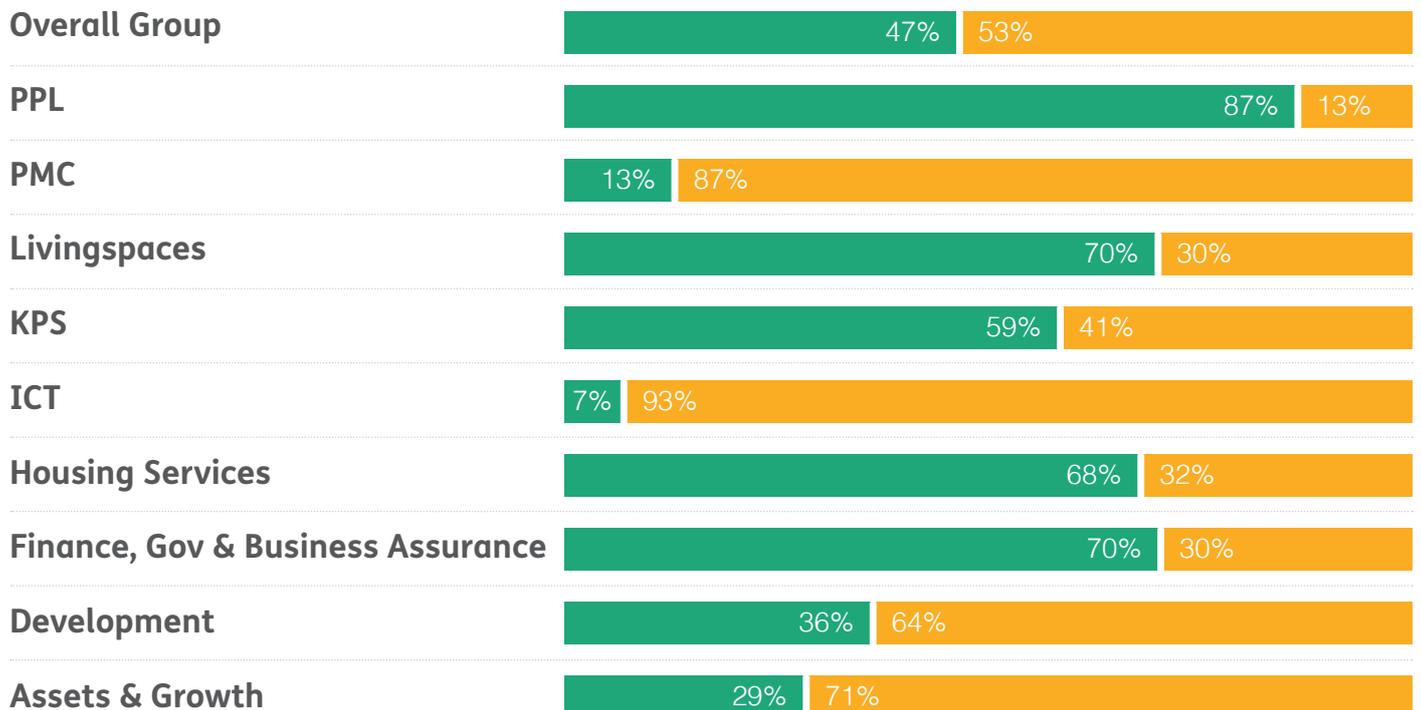
Bernicia Establishment Gender Profile



● Male ● Female



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

10.8%

Median Gender Pay Gap

13.5%

Mean Bonus Rate

7%

Median Bonus Rate

63.5%

Proportion of males receiving a bonus payment

2.8%

Proportion of females receiving a bonus payment

4%

Gender distribution across quartiles:

Female staff		Male staff
59%	Lower	41%
44%	Lower Middle	56%
47%	Upper Middle	53%
35.8%	Upper	64.8%

Context:

During this reporting period we have completed two substantial pieces of work that have impacted bonus figures.

The first was a review of the bonus scheme within our estate agency Living Spaces where we reviewed the salary and bonus terms and conditions of managers. This resulted in a positive new reward offer for the individuals, which has an impact on the bonus statistics.

The second, was the insourcing of a trades business whereby TUPE provisions retained bonus entitlements. In 2020 most of these staff transferred to Bernicia's more favourable reward package, which does not include a bonus scheme.

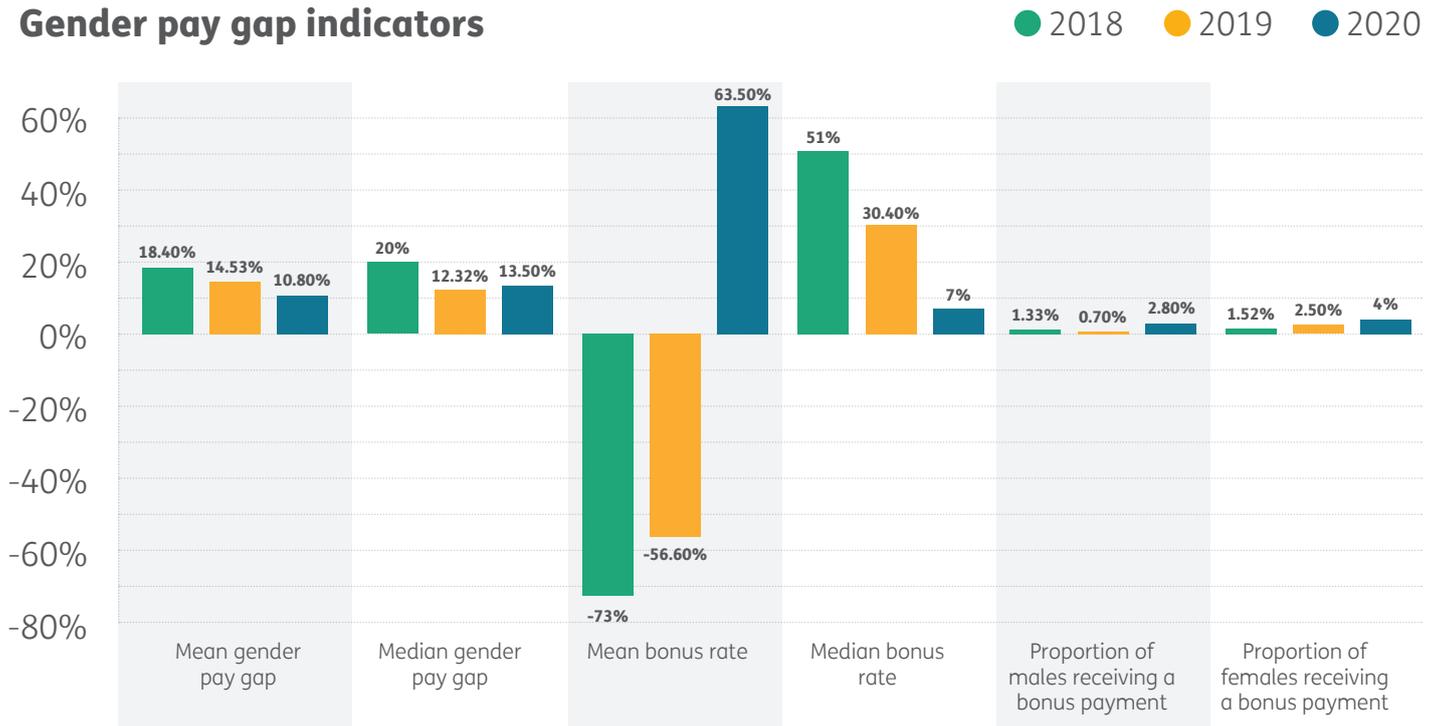
The predominance of women in the lower quartile and men in the upper quartile is reflective of the national picture. Nevertheless, we continue with our aim to make a positive impact upon this, as evidenced in the Progress section below.

Progress and going forward

Bernicia has implemented a range of positive actions and maintained a continued focus on narrowing the gender pay gap. Commitment to this continues to generate positive progress, which has seen a narrowing of the gap in recent years, and again in 2020. The evidence of this is presented below in relation to statutory indicators.

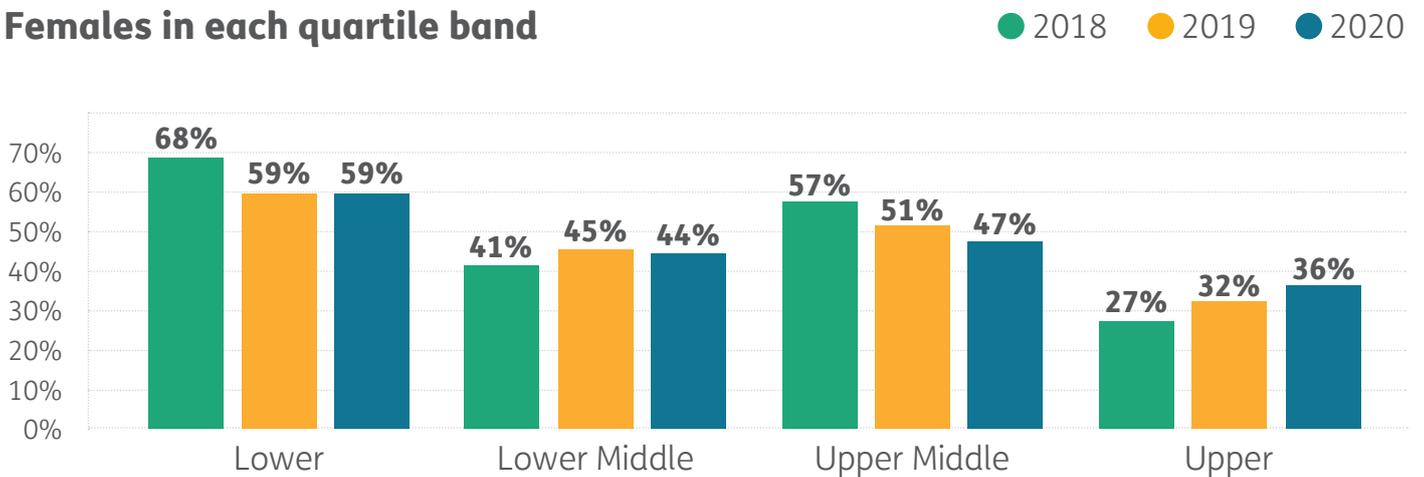


Gender pay gap indicators



*In accordance with recommended practice, bonus figures reported as a minus present as higher for women.

Females in each quartile band



Examples of positive approaches from our action plan include;

- Ongoing delivery of our 'Best Foot Forward' talent pipeline programme, that encourages and empowers staff operating at all levels to develop and thrive and maximise their career progression opportunities.
- Targeted recruitment and advertising campaigns to break down occupational segregation and encourage more female applicants into senior and traditionally male dominated roles.
- Targeting community role models to promote the potential for women to explore careers in traditionally dominated male occupations, and to pursue career progression. Community role models have included members of the Girl Guides and Brownies, Women's Institute and our own retirement housing residents.
- The extended roll out of agile and flexible working, enabling even greater work life balance opportunities.
- Becoming active members of WISH (Women in Social Housing) North East, a support network for women working within social housing.

These actions complement 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.

In 2021 we will re-affirm our commitment to Equality Diversity and Inclusion through the launch of our Opening Doors, Building Communities strategy, to ensure we continue to be recognised as a fair and inclusive employer.

BERNICA

Signed 

Andrea Malcolm, Executive Director of People, Homes and Communities

March 2021