

# Gender Pay Gap Statement 2021



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.

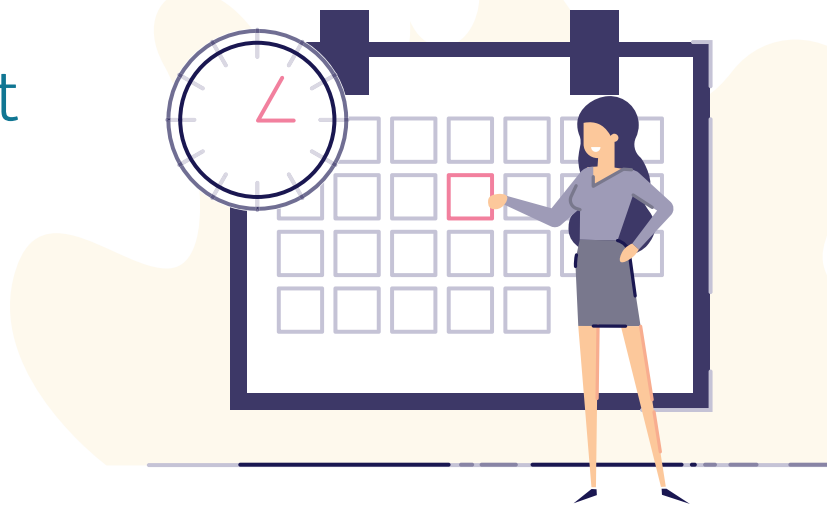
We value staff as our greatest asset and as such have been an Investors in People Gold accredited employer for the past ten years.

We also have Continuing Excellence status from Better Health at Work, and in 2022 will re-affirm our commitment to Equality Diversity and Inclusion through the launch of our Opening Doors, Building Communities strategy.

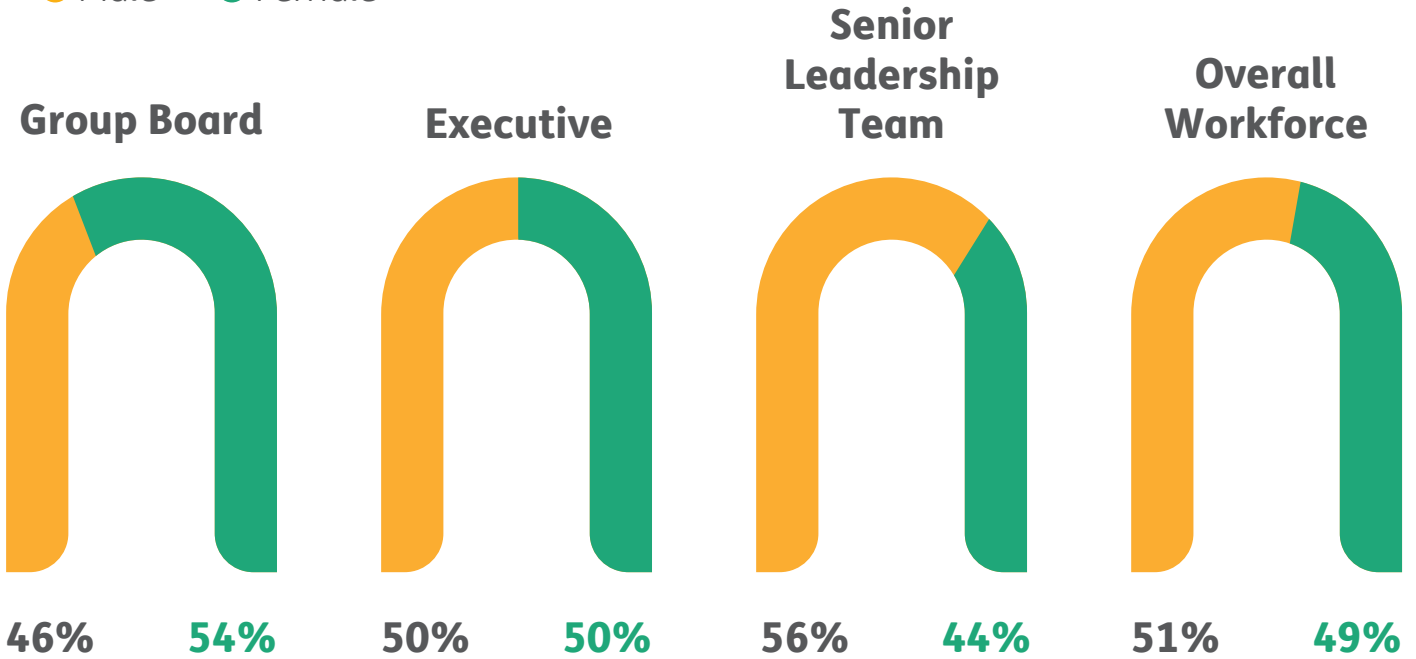
Details relevant to our gender pay gap are presented below with supporting narrative to provide context and understanding of the figures.

# Bernicia Establishment Gender Profile

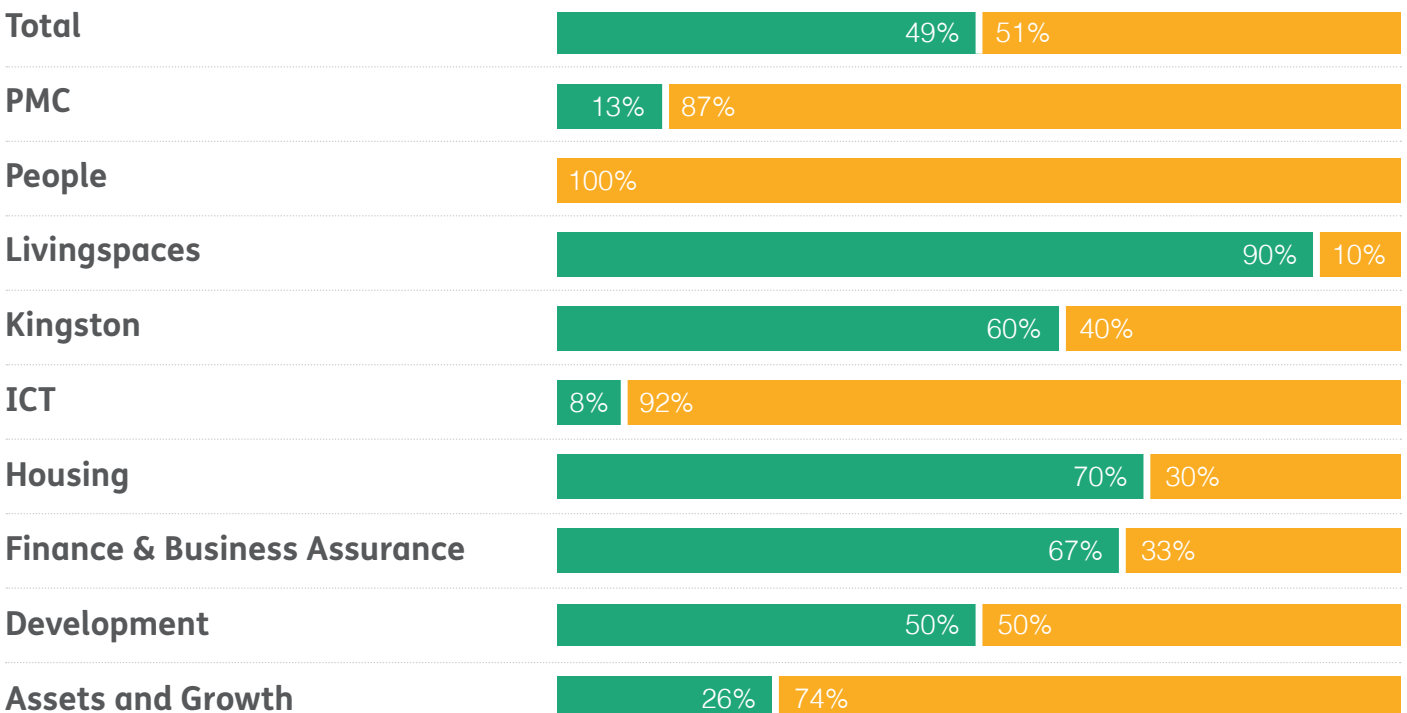
General Overview



● 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 Median Gender Pay Gap

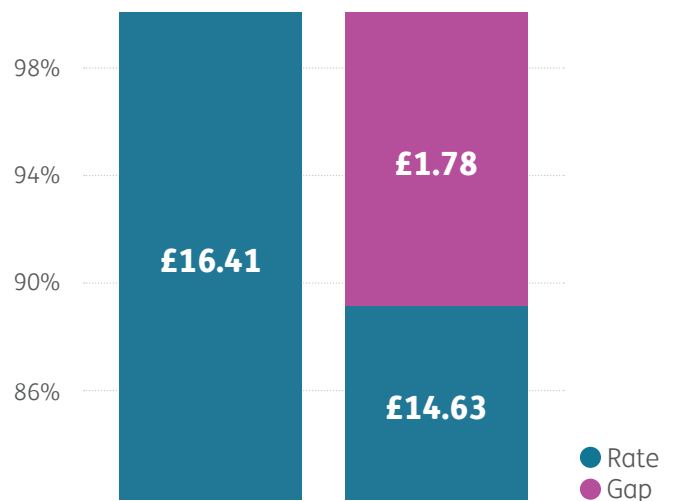
## Mean Gender Pay Gap

**10.8%**

## Median Gender Pay Gap

**9.7%**

## Mean Pay Gap



# Gender distribution across quartiles

Gender distribution across quartiles:

## Female staff

## Male staff

<b>36.8%</b>	Upper	<b>63.2%</b>
<b>51.5%</b>	Upper Middle	<b>48.5%</b>
<b>39.6%</b>	Lower Middle	<b>60.4%</b>
<b>63.4%</b>	Lower	<b>36.6%</b>

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.

## Bonus Recipients by Gender



Proportion of males receiving a bonus payment

<b>2021</b>	<b>2020</b>
<b>3.2%</b>	<b>2.8%</b>

Proportion of females receiving a bonus payment

<b>2021</b>	<b>2020</b>
<b>3.5%</b>	<b>4.0%</b>

### Mean Bonus Rate

-20.8%

#### Females

793.04

#### Males

656.47

### Median Bonus Rate

-1084.2%

#### Females

650

#### Males

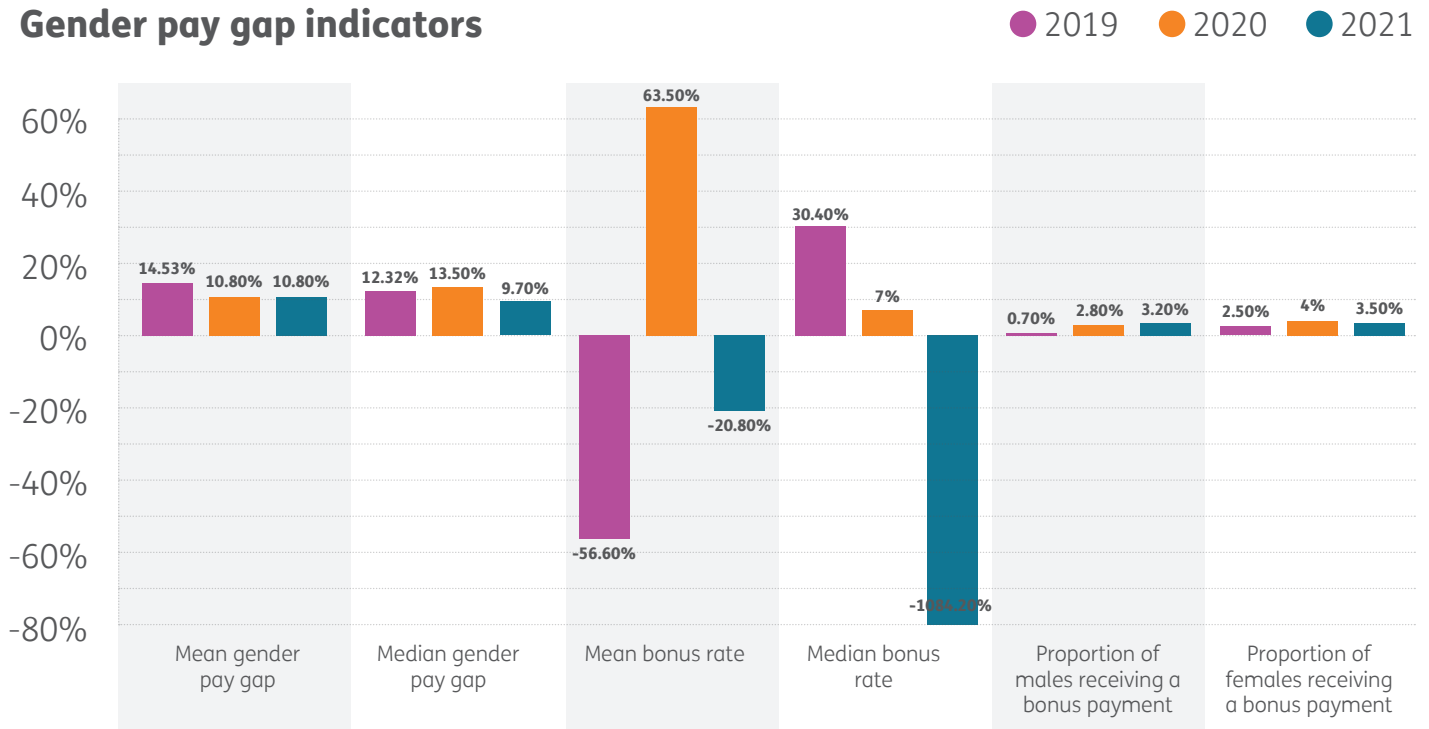
54.89

# Progress and going forward

Bernicia has implemented a range of positive actions and maintains 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 2021. The evidence of this is presented below in relation to statutory indicators.

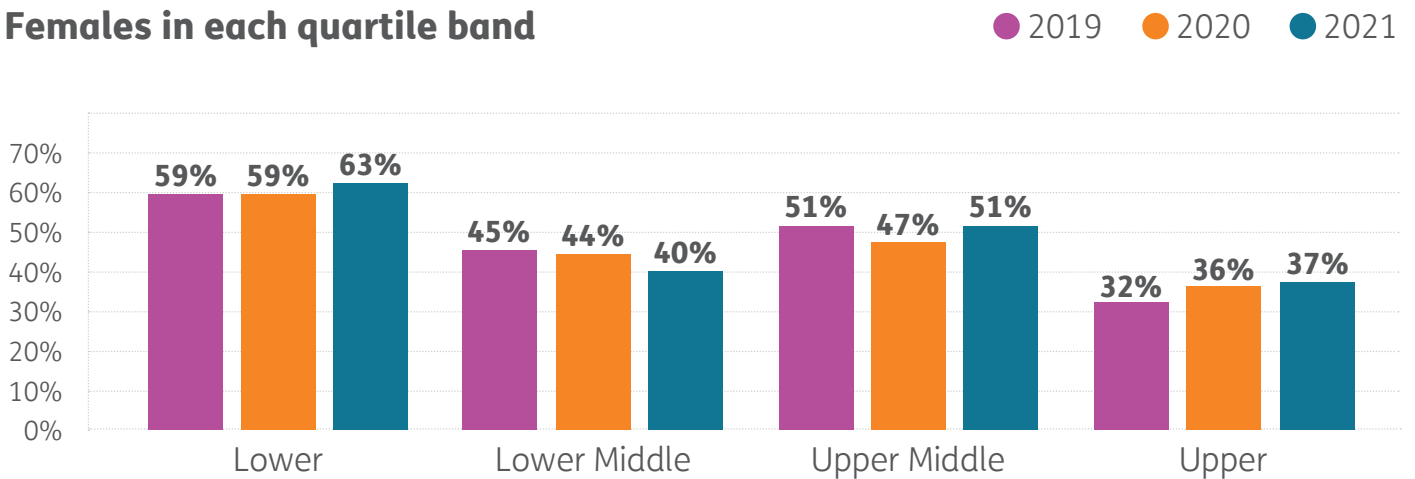


## Gender pay gap indicators



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

## Females in each quartile band



Whilst the percentage of women in the lower quartile has risen since our previous report, so too has the percentage of women in the upper middle and upper quartiles.

Examples of positive approaches from our action plan include;

- A review of our Leadership/Talent Development Programme that encourages and empowers colleagues 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.
- A hybrid and flexible working pilot with the potential to extend opportunities for greater work life balance opportunities.
- Being an active members of WISH (Women in Social Housing) North East, a support network for women working within social housing, including using their jobs board to promote vacancies.
- Progress in implementing actions within our revised ED&I Strategy, in particular increasing colleague profile information, participating in local and national benchmarking groups, staff consultation committee engaged to monitor progress, re-designing and delivering bespoke ED&I training and awareness for Board and colleagues, active membership of ED&I networking and advisory groups.

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 colleagues, 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 2022 we will re-affirm our commitment to Equality Diversity and Inclusion through our revised corporate strategy, to ensure we continue to be recognised as a fair and inclusive employer.

# BERNIA

Signed 

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Andrea Malcolm, Executive Director of People, Homes and Communities

February 2022