



Gender Pay Gap Statement 2022

We are 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.

Bernica is a modern and dynamic housing business that operates in accordance with a set of values that reflect a sector that was created to help people. At Bernica, how we do things, our culture and way of doing business is equally as important as what we do.

We believe a good home makes lots of other things possible, so we provide great homes and services that do just that. We are "housing people" – professional and passionate about what we do.

In the next four years, we will put our human and financial resources to work, we will use our skills and release more capacity to support our tenants, customers and the wider communities at a time when they arguably need this most.

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 Bernica Foundation, a charity which provides grants to projects that support social and financial inclusion, and for young people to pursue their talents.

Our Housing People, Helping People corporate strategy 2022-2026 sets out how we will invest £210m into homes, estates and communities over the next four years and aligned to our four strategic objectives;

- **Continue to listen to our tenants and customers and will invest to deliver exceptional services that are focussed on all their needs and that leaves no one behind**
- **Invest in our homes and neighbourhoods, maintaining them as places where people want to live. We will commit additional resources to help tackle fuel poverty and to increase the number of new homes that we provide**
- **Will be effective and inclusive, demonstrating strong leadership, corporate governance and business discipline, and we will invest in our people and promote inclusivity as this makes Bernica a better and stronger organisation**
- **Support the North East region through our own work, but also by working collaboratively, we will invest in initiatives that support levelling up and focus on aspiration and confidence building, training and employability.**

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

We achieve success through our core values which we call The Bernica Way. These values are at the heart of what we do and how we do it. The Bernica Way provides;

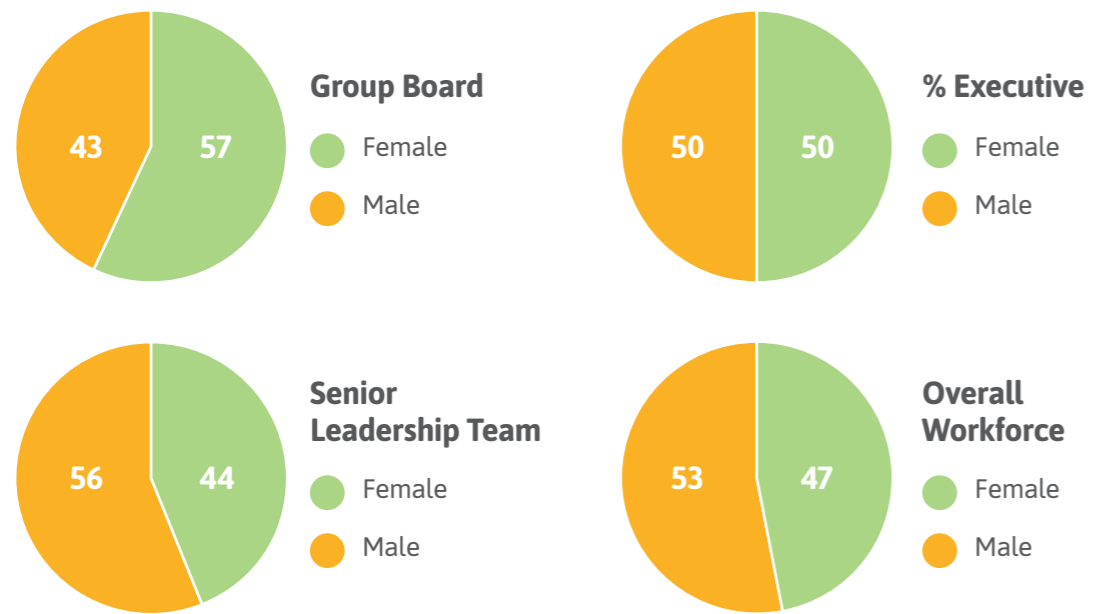
- 1. greater clarity in what we need to do to perform well,**
- 2. a clear pathway to support recruitment and career development**
- 3. a shared language about the behaviours that are expected at the Bernica Group**
- 4. support for learning and development, highlighting behavioural expectations.**

We value colleagues as our greatest asset and as such have been an Investors in People Gold accredited employer for the past eleven years. We also have Continuing Excellence status from Better Health at Work, and in 2021 we re-affirmed 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.

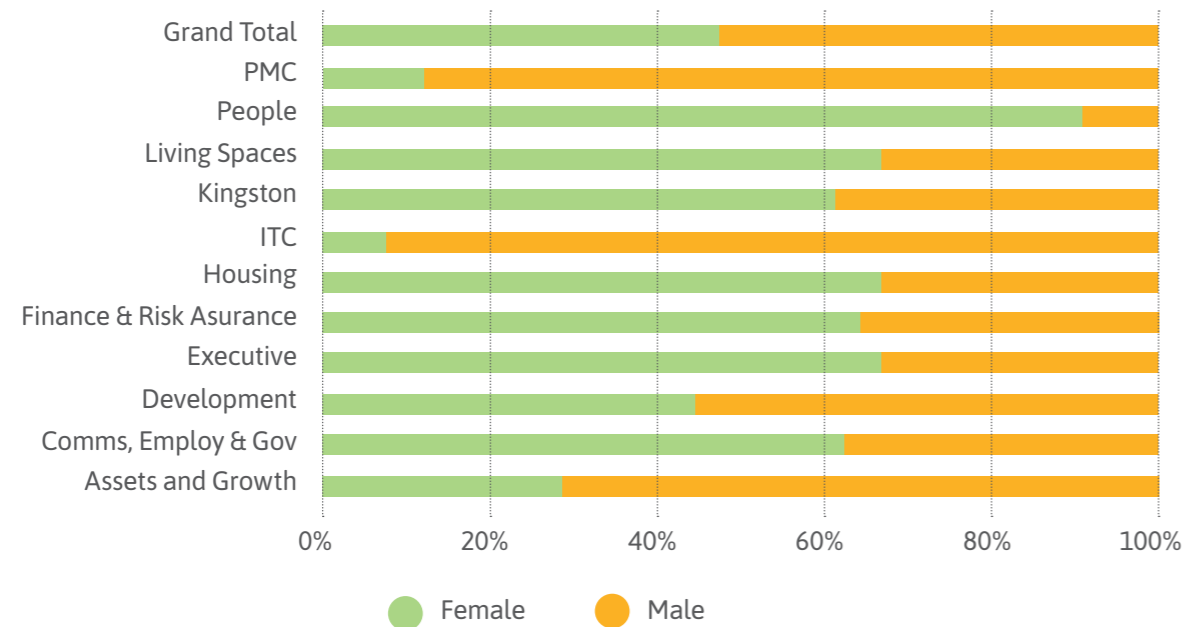
Bernicia Establishment - Gender Profile

General Overview



Bernicia has 10 distinct operating divisions, across both the social and commercial sectors, the gender profile of which is illustrated below:

Gender Profile By Function %



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

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

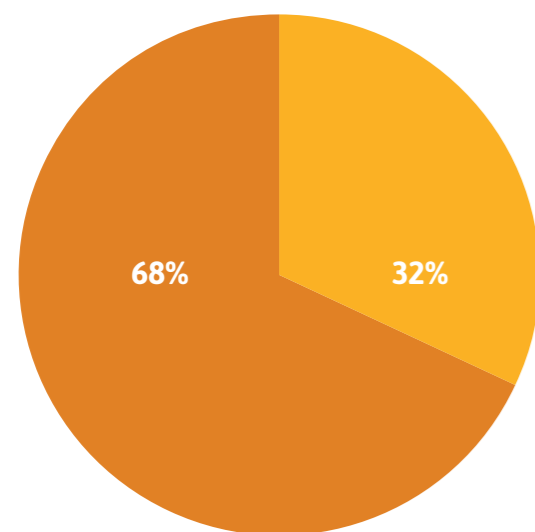
Mean Gender Pay Gap			Median Gender Pay Gap		
2022	2021	2020	2022	2021	2020
8.10%	10.8%	10.8%	6.60%	9.7%	13.50%

Female				Male		
2022	2021	2020		2022	2021	2020
57.4%	63.4%	59%	Lower	42.6%	36.6%	41%
39.5%	39.6%	44%	Lower Middle	60.5%	60.4%	56%
53.5%	51.5%	47%	Upper Middle	46.5%	48.5%	53%
35.2%	36.8%	35.8%	Upper	64.8%	63.2%	64.8%



Bonus Pay Gap:

	2022	2021	2020
Proportion of males receiving a bonus payment	1.8%	3.2%	2.8%
Proportion of females receiving a bonus payment	3.8%	3.5%	4%



Bonus Recipients by Gender

● Female ● Male

Context:

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 2022. The evidence of this is presented below in relation to statutory indicators.

Examples of positive approaches from our action plan include;

- Driving our ED&I agenda opening doors for more woman to work with us and progress their career.
- A new Leadership development programme that encourages and empowers leaders 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.
- The extended pilot of our new ways of working including hybrid and flexible working, enabling even 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.

These actions compliment established practices already in place including:

- Occupational maternity and parental leave arrangements above statutory requirements.
- The opportunity to request 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.

Signed:

Date

BERNICIA

