



BERNIA

Gender Pay Gap Statement  
2025

## Gender Pay Gap Statement 2025

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

We are 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 Bernicia, 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.

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

- Listening to our tenants and customers, we will invest to deliver exceptional services that are focussed on all their needs, leaving no-one behind
- Investing 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. We will invest in our people and promote inclusivity as this makes Bernicia a better and stronger organisation.
- Supporting 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 Bernicia Way. These values are at the heart of what we do and how we do it. The Bernicia 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 Bernicia 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 15 years. We also have Maintaining Excellence status from Better Health at Work Award and the Advanced Level of the North East Combined Authority's SHINE accreditation, which recognises employers who lead with fairness, opportunity and respect.

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

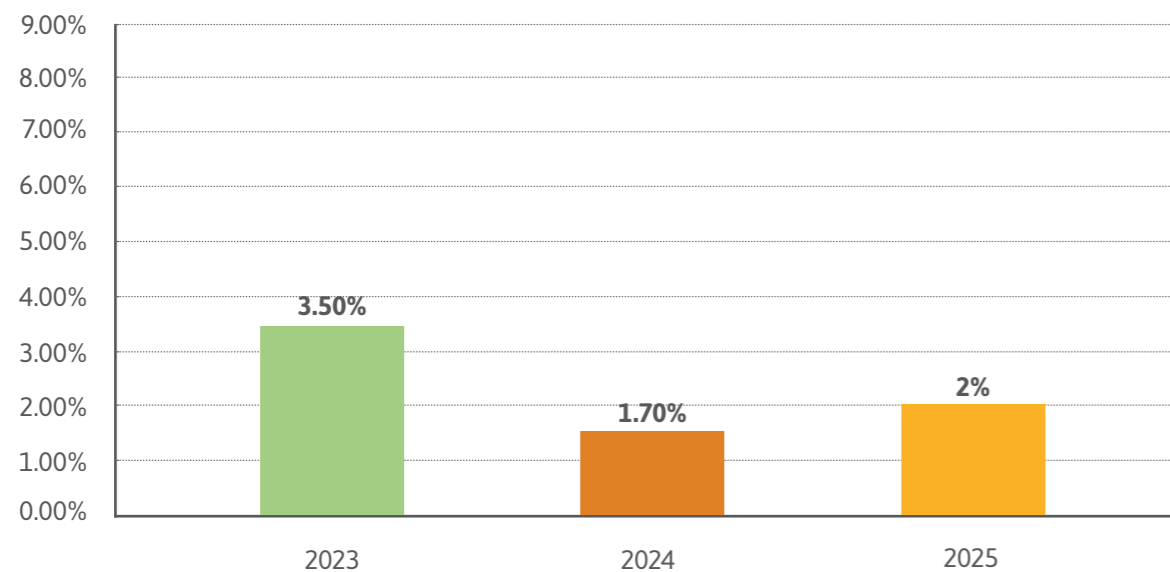
# Gender Pay Gap Information

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

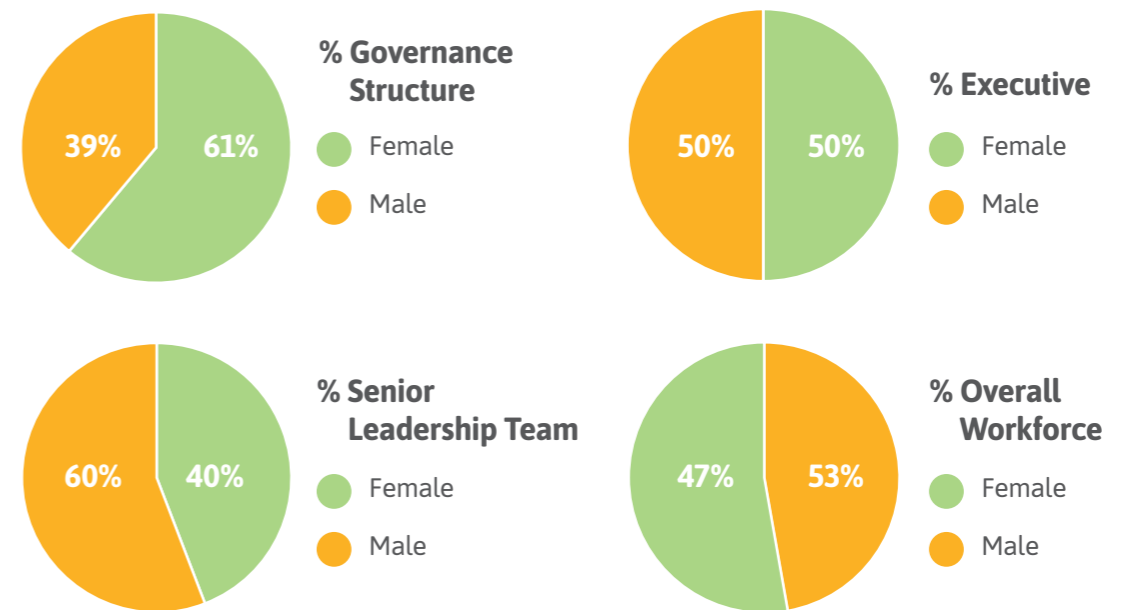
-  • Basic Pay
-  • Responsibility and tool allowances.
-  • Stand-by payments for maintenance engineers available on 24/7 call out.
-  • Bonus and commission payments.
-  • Vehicle allowances.

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

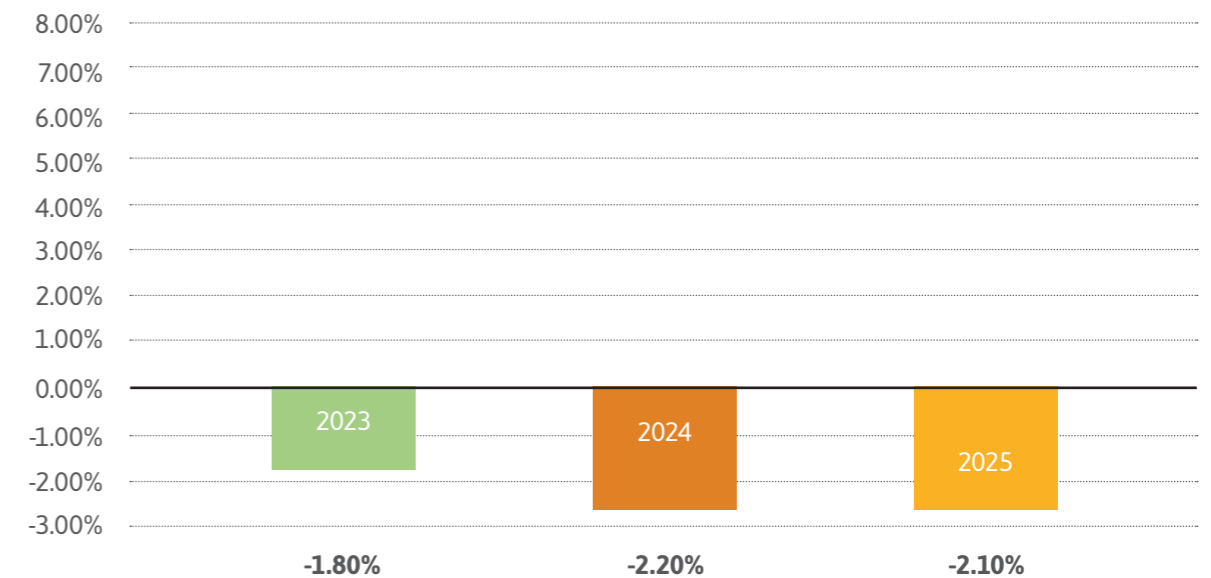
## Mean Gender Pay Gap



## General Overview



## Median Gender Pay Gap



# Context

Whilst there is a predominance of men in the upper quartile nationally, at Bernicia significant progress can be seen in recent years, with a positive change in the gender distribution in the lower and upper quartiles, as detailed below:

• In the lower quartile, the data shows a 50% female/50% male gender distribution compared to 53.5% female/46.5% male in 2023.

• In the upper quartile, there has been an increase of 7% in the number of females in comparison with 2023.

We continue with our aim to make a positive impact to narrow the gender pay gap, 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. Examples of positive approaches from our action plan include;

- Driving our ED&I agenda to continue to be an inclusive and diverse organisation.
- Ongoing upskilling of hiring managers to embed a consistent and unbiased approach to recruiting colleagues.
- We will continue to deliver on our action plan, particularly focussing on recruiting and retaining the best talent. We will continue to use gender neutral language in our vacancy advertisements and role profiles.
- We will continue to work with partners across the North East business and education sectors to build aspiration, increase confidence and provide access to training, skills and job opportunities.
- A newly introduced in-house Aspiring Leaders programme with 83% of successful delegates being female.

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.

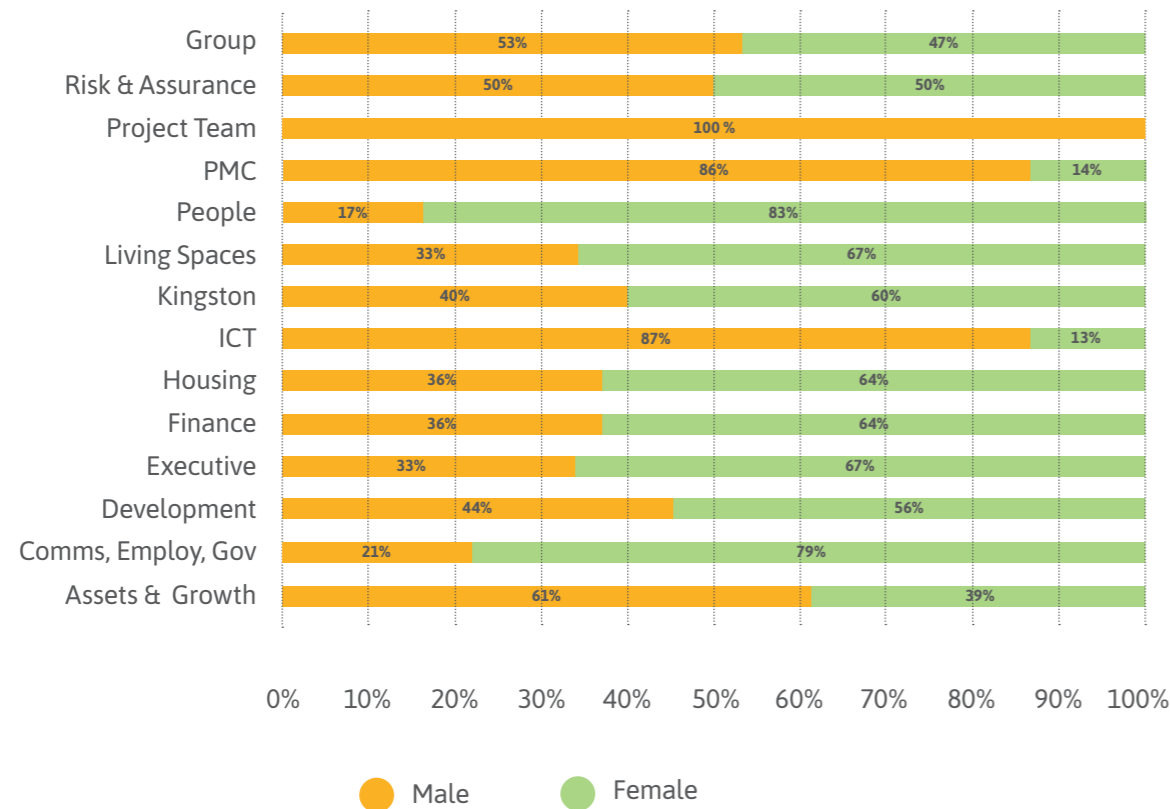
We remain committed to continue this progress and regularly review our action plan

Signed: *Andrea Malcolm*

Date: March 2026

Andrea Malcolm, Bernicia Deputy Chief Executive

## Gender Profile by Function %

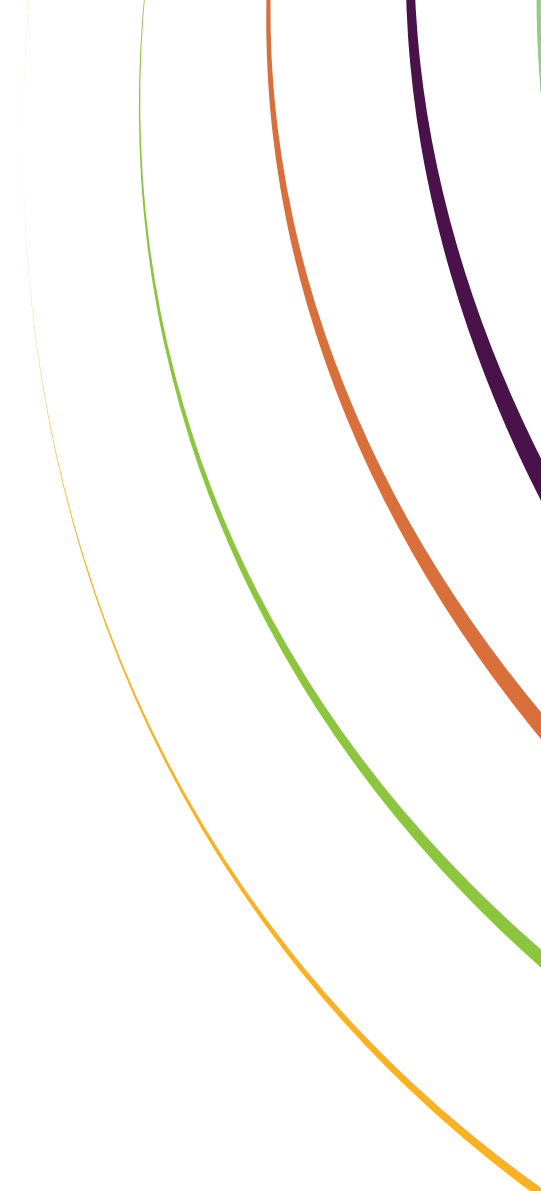


## Gender distribution across quartiles:

Male				Female		
2025	2024	2023		2025	2024	2023
50.00%	48.20%	46.50%	Lower	50.00%	51.80%	53.50%
59.00%	63.00%	64.50%	Lower Middle	41.00%	37.00%	35.20%
53.50%	49.60%	46.10%	Upper Middle	46.50%	50.40%	53.90%
52.40%	54.30%	59.40%	Upper	47.60%	45.70%	40.60%

## Bonus Pay Gap:

	2025	2024	2023
Proportion of males receiving a bonus payment	94.2%	3.0%	97.1%
Proportion of females receiving a bonus payment	97%	5.1%	99.1%



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