

gender pay gap report

2022

for data at 5 april 2022

believe
housing

message from alan smith

our chief executive

We believe in life without barriers. If everyone expects more, they can achieve more, and we can transform lives together. It is this power of 'more' that will let people realise what is possible – change perceptions, raise aspirations, and create inclusive, vibrant communities.

We want everyone to feel they can be true to who they are at work. When our people are at their best, they're able to help and support each other, our customers, and the communities we serve.

I'm really proud of the culture we foster here at believe housing.

We work with our people to ensure that we are inclusive, that our people are engaged and that we have the right people in our business.

We've retained our Best Companies '2-star outstanding to work for' rating and remain one of the top organisations in north-east England. This is testament to the work we do, the support we provide, and the commitment our people show us every day.

It's important that we not only continue to reduce our gender pay gap, but that we continue to create a diverse and inclusive workplace and workforce. We want everyone to feel that they belong, make a valuable contribution every day and have a role to play in our organisation.

Alan Smith

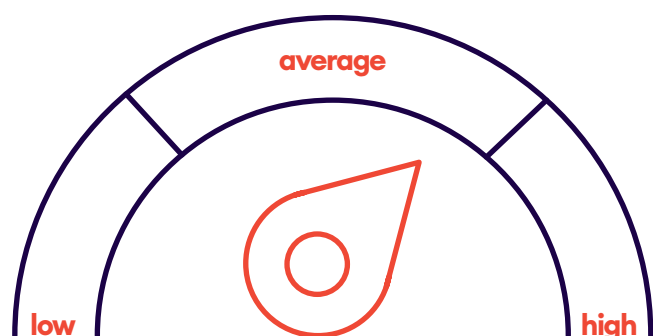
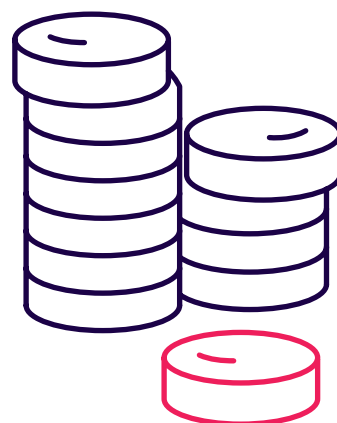
Chief Executive, believe housing



A handwritten signature in dark ink, appearing to read 'AS-'. The signature is stylized and fluid.

what is gender pay gap reporting?

The gender pay gap shows the difference in the average hourly rate of pay between men and women across an organisation, regardless of the nature or level of their work. It highlights the different number of men and women across all roles. It is different from an equal pay comparison, which involves a direct comparison of two people or groups of people carrying out the same work or work of equal value.

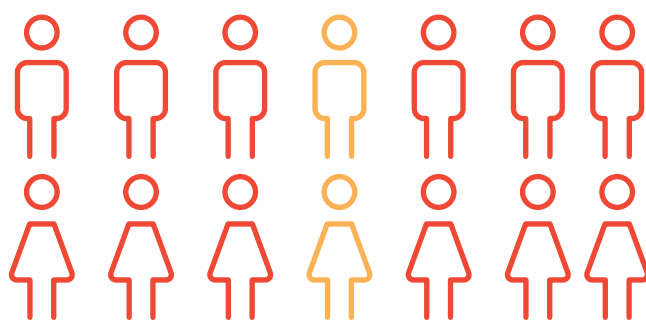


what is the mean pay gap?

The mean gender pay gap is the difference between the mean (average) figure for men and the mean (average) figure for women and is reported as a percentage. It's calculated by adding up the wages of all our male and female employees and dividing it by the total number of employees.

what is the median pay gap?

Imagine if all believe housing employees stood in two lines, one line of female workers and one line of male workers. If each line then stood side by side in order of their hourly rate of pay, lowest to highest, the median gender pay gap is the difference in pay between our female colleague in the middle of their line and our male colleague in the middle of their line.



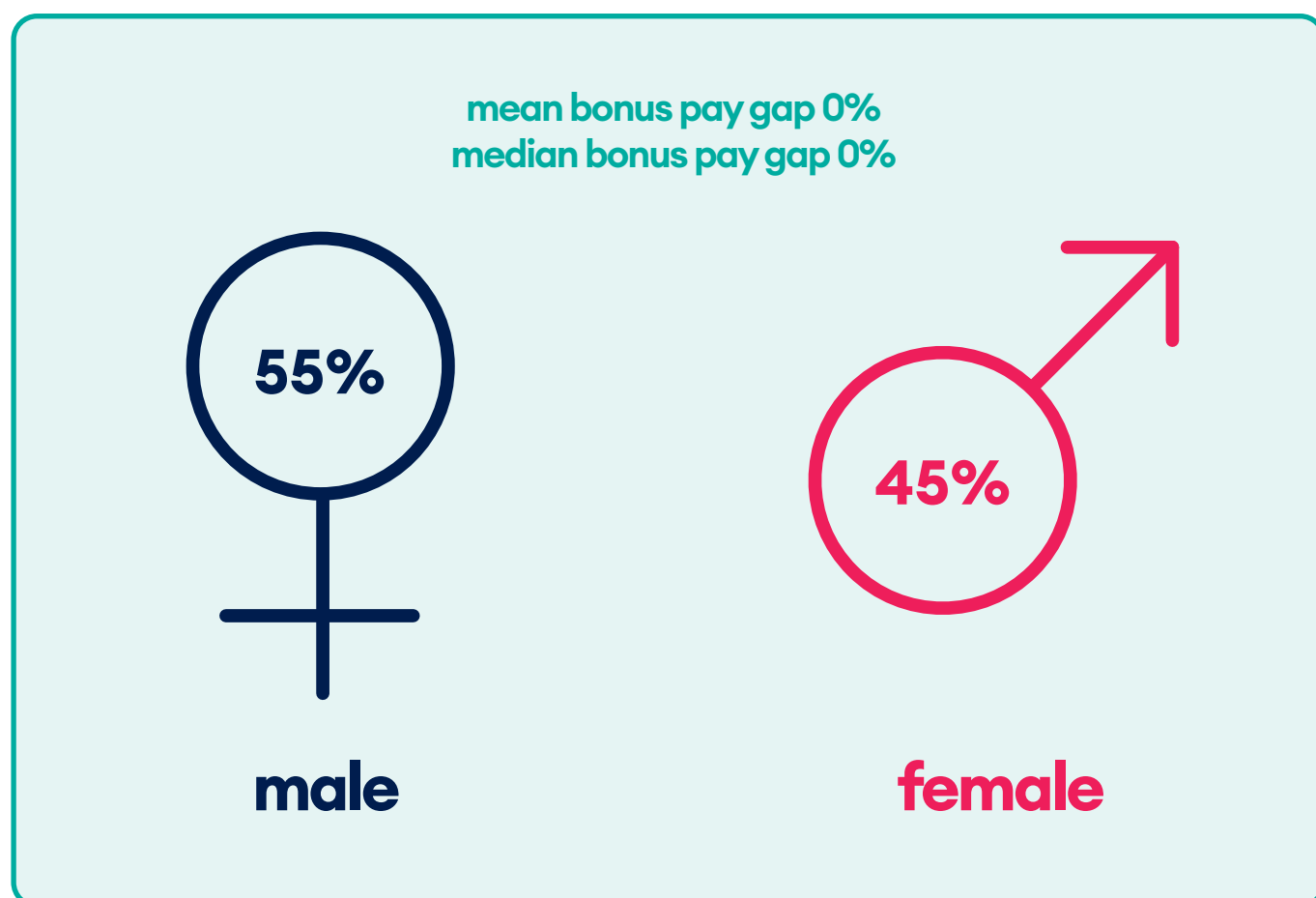
lowest paid

highest paid

our gender pay gap information for data 5 april 2022

our data

Our gender pay data as at 5 April 2022 is based on a total number of 546 relevant employees. The breakdown of male and female employees at that time is shown below.



bonus gap

We do not ordinarily operate a bonus scheme at believe housing. While a one-off bonus payment was made to all colleagues in 2021, there were no bonus payments in 2022.

mean gender pay gap hourly rate

5.8%

2021 Result

4.2%

2022 Result

median gender pay gap hourly rate

8.9%

2021 Result

7.5%

2022 Result

so, how does this compare?

We've seen a positive reduction in our mean and median hourly rates for each year of reporting. The below table gives us an overview of a year-on-year comparison.

mean and median hourly rate gaps

mean hourly rate of pay gaps										
year	2018		2019		2020		2021		2022	
gender	female	male	female	male	female	male	female	male	female	male
number of employees	205	228	217	231	229	273	235	286	247	299
hourly rate	£14.13	£16.56	£14.44	£17.45	£15.22	£16.68	£18.36	£19.49	£16.70	£17.43
variation between female and male hourly rate	£2.43		£3.01		£1.46		£1.13		£0.73	
mean gender pay gap hourly rate	14.7%		17.2%		8.8%		5.8%		4.2%	

median hourly rate of pay gaps										
year	2018		2019		2020		2021		2022	
gender	female	male	female	male	female	male	female	male	female	male
number of employees	205	228	217	231	229	273	235	286	247	299
hourly rate	£13.09	£14.86	£13.62	£16.17	£13.62	£15.78	£16.17	£17.76	£14.56	£15.74
variation between female and male hourly rate	£1.76		£2.55		£2.16		£1.59		£1.19	
median gender pay gap hourly rate	11.9%		15.8%		13.7%		8.9%		7.5%	

headcount

Our overall headcount has continued to grow each year and at present is made up of 55% male colleagues and 45% female colleagues as shown below.

gender	5 April 2018	5 April 2019	5 April 2020	5 April 2021	5 April 2022
male	228	231	273	286	299
female	205	217	229	236	247

quartile breakdown

Our overall split of male to female colleagues has stayed similar with a ratio of 55:45. When comparing 2021 with 2022 data, we've seen a decrease in female colleagues in the upper middle pay quartile from 40% to 37%. However, the number of female colleagues in the upper pay quartile has increased by 3%, up to 38%.

Our lower pay quartile continues with more female than male colleagues (57%). However, our lower middle pay quarter has balanced 50:50 male to female colleagues.

quartile area	#females in quartile	#males in quartile	% females in quartile	% males in quartile	headcount per quartile
lower pay quartile (9-25%)	74	57	56	44	131
lower middle pay quartile (25-50%)	64	67	49	51	131
upper middle pay quartile (50-75%)	52	78	40	60	130
upper pay quartile (75-90%)	46	84	35	65	130
relevant employee totals	236	286	45	55	522

quartile area	#females in quartile	#males in quartile	% females in quartile	% males in quartile	headcount per quartile
lower pay quartile (9-25%)	78	59	57	43	137
lower middle pay quartile (25-50%)	68	69	50	50	137
upper middle pay quartile (50-75%)	50	86	37	63	136
upper pay quartile (75-90%)	51	85	38	63	136
relevant employee totals	247	299	45	55	546

what's next

At believe housing we focus heavily on ensuring that our culture and working environment set our people up for success. This includes our approach to working flexibly and creating an environment where our colleagues can be authentic in the workplace.

We've made more progress throughout 2021 to 2022, including working with an external provider, Positive About Inclusion, to undertake an equality, diversity, and inclusion data analysis. The analysis has reviewed our existing practices for colleague and customer data, analysing our gaps and comparing our profile to the communities in which we work.

We'll be working on delivering their recommendations through to 2022-23, to ensure we:

- continue to take positive steps towards being a truly inclusive employer
- take affirmative action to reduce our gender pay gap
- keep equity at the forefront of our decision-making.

Feedback from our people taught us that colleagues wanted a more consistent induction process, allowing insight into other directorates across the business and breaking down barriers.

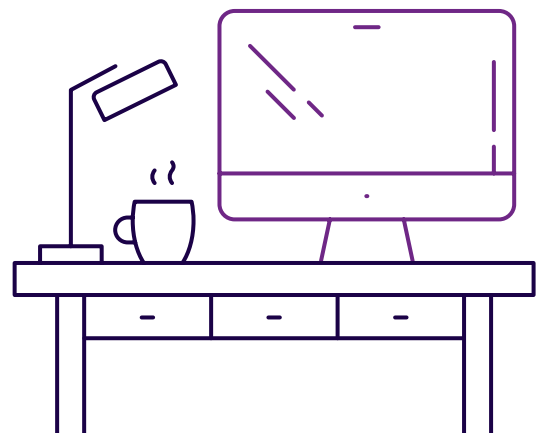
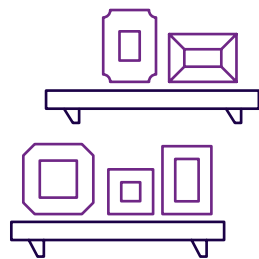
While we've made some great strides, there's still work to do.

We will be:

- focusing on resourcing
- changing how and where we attract candidates
- reviewing our applications and interview process
- changing how we settle people into believe housing.

Attracting the right people to the right roles and ensuring that colleagues are set up for success is key to ensuring we achieve our objectives and deliver on our plans.

We want to keep things simple, remove barriers and help people to be themselves.



we believe in life without barriers



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