

gender pay gap reconciliation data

2017-2022

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believe
housing

understanding our data

While preparing to release our gender pay gap data for 2022, we identified that some of our calculations contained inaccuracies.

This in turn impacted on the data we presented as a business for 2017-2021. Further exploration and a review of the calculations informed us that there are some changes to our previously reported pay data.

As a business we have used the same calculations since the commencement of gender pay gap reporting in 2017.

data validation

We have reviewed our historical data to provide up-to-date figures. It's really important that we can trust the data we report on.

So, in order to validate the integrity of the data, we have accessed an automated solution going forward through Power BI. From 2023 onwards, we will be utilising the automated process, which will ensure that the data calculations are consistent and encapsulate our information correctly. We'll continue to carry out checks on our data but recognise that an automated solution mitigates the potential for error.

what have we done?

In order to review our historical data, we have ensured that all of the information from 2017 has been thoroughly checked and validated.

This includes a review of each calculation against the government website and legal support to confirm that the correct elements have been included and are calculated correctly.

We've pulled together a comparison for each year's data, which you will find below.

Headcount data

Gender	5 April 2017	5 April 2018	5 April 2019	5 April 2020	5 April 2021	5 April 2022
Male	201	228	231	273	286	299
Female	220	205	217	229	236	247

Mean hourly rate of pay

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.

mean hourly rate of pay gaps												
year	2017		2018		2019		2020		2021		2022	
gender	female	male	female	male	female	male	female	male	female	male	female	male
no. of employees	220	201	205	228	217	231	229	273	235	286	247	299
hourly rate	£13.79	£16.16	£14.13	£16.56	£14.44	£17.45	£15.22	£16.68	£18.36	£19.49	£16.70	£17.43
variation between F & M hourly rate	£2.37		£2.43		£3.01		£1.46		£1.13		£0.73	
Mean gender pay gap hourly rate	14.7%		14.7%		17.2%		8.8%		5.8%		4.2%	

Median hourly rate of pay

The median gender pay gap is the midpoint of pay between men and women. 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 her line and our male colleague in the middle of his line.

median hourly rate of pay gaps												
year	2017		2018		2019		2020		2021		2022	
gender	female	male	female	male	female	male	female	male	female	male	female	Male
no. of employees	220	201	205	228	217	231	229	273	235	286	247	299
hourly rate	£12.69	£14.29	£13.09	£14.86	£13.62	£16.17	£13.62	£15.78	£16.17	£17.76	£14.56	£15.74
variation between F & M hourly rate	£1.60		£1.76		£2.55		£2.16		£1.59		£1.19	
Median gender pay gap hourly rate	11.2%		11.9%		15.8%		13.7%		8.9%		7.5%	

Quartile information through the years

5 April 2017 quartile area	#females in quartile	#males in quartile	% females in quartile	% males in quartile	headcount per quartile
lower pay quartile (9-25%)	78	28	74	27	106
lower middle pay quartile (25-50%)	56	49	53	47	105
upper middle pay quartile (50-75%)	40	65	38	64	105
upper pay quartile (75-100%)	46	59	44	53	105
relevant employee totals	247	201	52	48	421

5 April 2018 quartile area	#females in quartile	#males in quartile	% females in quartile	% males in quartile	headcount per quartile
lower pay quartile (9-25%)	64	45	59	41	109
lower middle pay quartile (25-50%)	64	44	59	41	109
upper middle pay quartile (50-75%)	32	76	30	70	108
upper pay quartile (75-100%)	45	63	42	58	108
relevant employee totals	205	228	52	48	433

5 April 2019 quartile area	#females in quartile	#males in quartile	% females in quartile	% males in quartile	headcount per quartile
lower pay quartile (9-25%)	73	39	65	35	112
lower middle pay quartile (25-50%)	66	46	59	41	112
upper middle pay quartile (50-75%)	38	72	36	64	112
upper pay quartile (75-100%)	40	72	36	64	122
relevant employee totals	217	231	48	52	488

5 April 2020 quartile area	#females in quartile	#males in quartile	% females in quartile	% males in quartile	headcount per quartile
lower pay quartile (9-25%)	66	60	52	48	126
lower middle pay quartile (25-50%)	75	51	60	40	126
upper middle pay quartile (50-75%)	46	79	37	63	125
upper pay quartile (75-100%)	42	83	34	66	125
relevant employee totals	229	273	48	52	502

5 April 2021 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 (75-100%)	46	84	35	65	130
relevant employee totals	236	286	45	55	522

5 April 2018 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 (75-100%)	51	85	38	63	136
relevant employee totals	247	299	45	55	546

changes to our gender pay gap

Each year we continue to post a narrative alongside our data to explain what actions we've taken that year and how this has had an impact on our overall gender pay gap.

As we continue to develop as an organisation, we have made significant changes to ensure that as a business, we are set up for success. Since we began reporting on our data, some of these changes have had a significant impact on our figures; for example, the insourcing of our repairs department from 2018 to 2019 (covering reports from 2018-2020 respectively). The harmonisation of our terms and conditions with both our office and our trade colleagues (covering reporting from 2020 and 2021) had a significant impact on our reporting figures. However, we've also worked to ensure that we have equitable policies and procedures in place, that we provide the right opportunities for colleagues, and have the right people in the right roles.

We continue to work hard, not only reducing our gender pay gap, but ensuring that we do the right thing for our people and create an inclusive workplace.



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