

gender pay gap report

2023

for data at 5 april 2023

believe
housing

message from alan smith

our chief executive

we believe in life without barriers.

We've been reporting on gender pay gap since its introduction in 2017 and have worked steadily on reducing our gap as well as reviewing our internal processes to ensure that we create a fair and equitable workplace.

Gender pay gap reporting is one of the tools we utilise to track how our actions (for example, resourcing, development, and reward) impact our drive to achieve an equitable workplace with a diverse and inclusive workforce. We want to remove barriers and ensure our colleagues bring their authentic selves to work.

This report covers a snapshot of data taken for 5 April 2023 as well as an update around what we've been working on and what action we're planning to take.

Removing our gender pay gap will continue to be a focus for us. 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 black ink, appearing to be 'AS' followed by a horizontal line.

what data do we capture?

As we have more than 250 employees, we report our gender pay gap annually. A gender pay gap does not mean that women and men are paid differently for the same job. However, it does show difference between average earnings of male to female colleagues. A gap would show on average that men occupy higher paid roles than women and a negative gap would indicate that on average women occupy higher paid roles than men.

median gender pay gap

The median gender pay gap shows the difference between the median hourly rate of pay of male and female colleagues.

bonus pay

median bonus pay

The median bonus gap shows the difference between the median bonus pay of male and female colleagues.

quartile pay information

The pay quartile information compares proportions of male and female pay.

The quartiles look at:

- Lower quartile pay
- Lower middle quartile pay
- Upper middle quartile pay
- Upper quartile pay.



mean gender pay gap

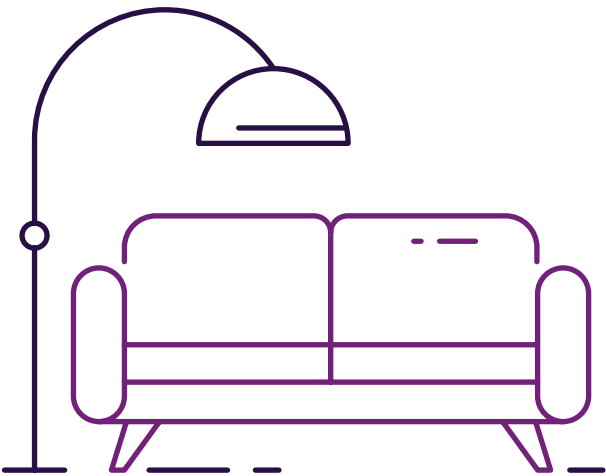
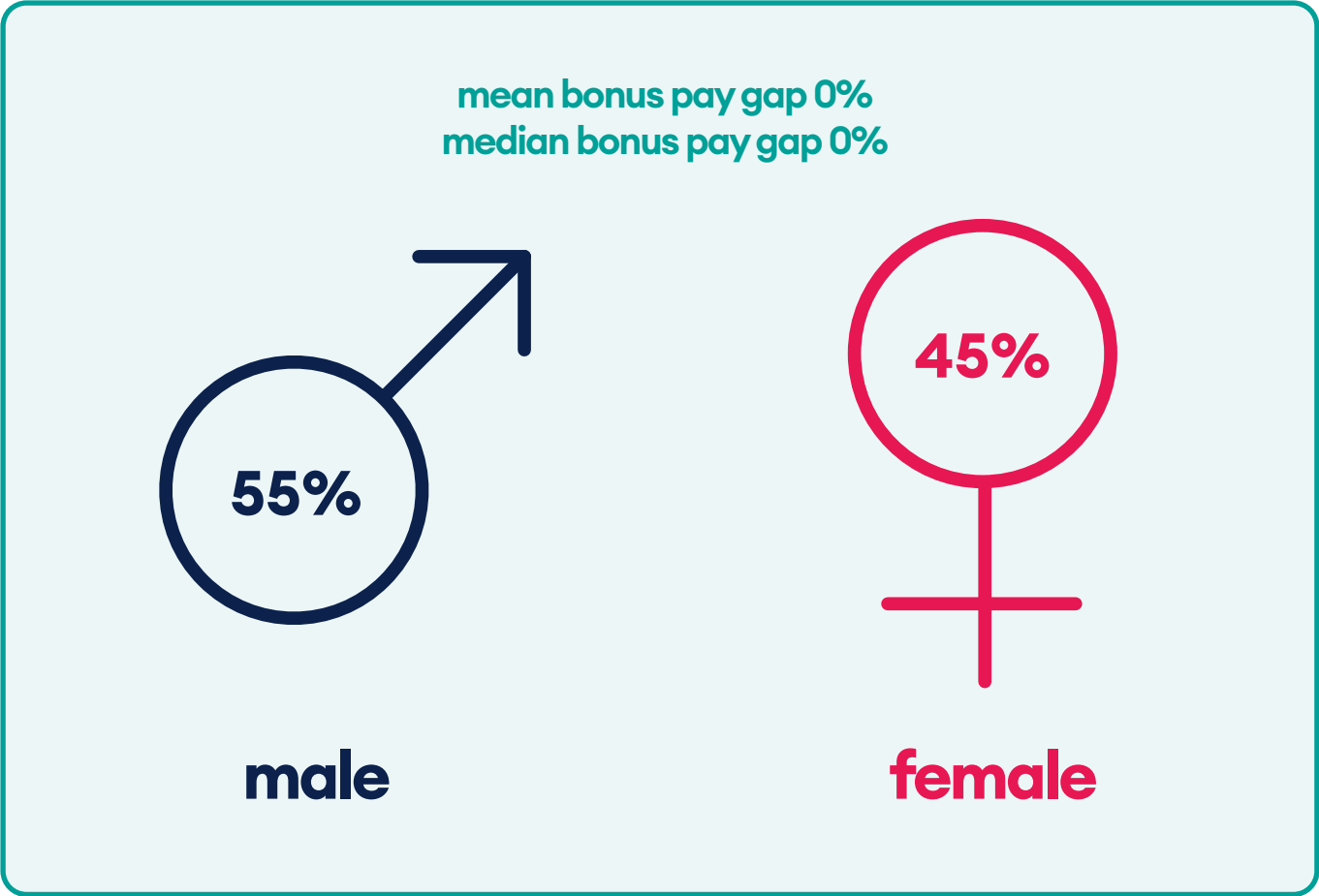
The mean gender pay gap shows the difference between the mean (average) hourly rate of pay of male and female colleagues.

mean bonus pay

The mean bonus gap shows the difference between the mean (average) bonus pay of male and female colleagues.



believe housing data as of 5 april 2023



mean gender pay gap hourly rate

4.2%

2022 result
(data at 05/04/22)

1.7%

2023 result
(data at 05/04/23)

median gender pay gap hourly rate

7.5%

2022 result
(data at 05/04/22)

8.1%

2023 result
(data at 05/04/23)

reviewing our data

Our gender pay data as of 5 April 2023 is based on a total number of 616 employees.

2023 pay quartile data

Each pay quartile represents a quarter (25%) of our total workforce sectioned by pay.

5 April 2023 quartile area	No. females in quartile	No. males in quartile	%females in quartile	%males in quartile	headcount per quartile
lower pay quartile (<25%)	93	61	60%	40%	154
lower middle pay quartile (25-50%)	80	74	52%	48%	154
upper middle pay quartile (50-75%)	47	107	31%	69%	154
upper pay quartile (75-100%)	59	95	38%	62%	154
relevant employee totals	279	337	45%	55%	616

Headcount changes

Our current headcount is split 55% male and 45% female.

Gender	5 April 2018	5 April 2019	5 April 2020	5 April 2021	5 April 2022	5 April 2023
Male	228	231	273	286	299	337
Female	205	217	229	236	247	279

full-pay relevant employees

When calculating the data, we categorise colleagues into what's known as relevant and full pay relevant employees. This is to ensure that the data collected includes an accurate reflection of pay colleagues typically receive. Some colleagues are excluded from the data collection if they did not receive their full pay for the date reported. Examples of this include:

- Maternity, paternity, adoption, parental or shared parental leave
- Sick leave
- Special leave (or other leave such as study or sabbaticals).

median gender pay

In order to calculate the median pay, we would place all female colleagues in order of their pay in a line (lowest to highest paid). We'd then do the same for our male colleagues.

Then we compare what the middle of the female line received in pay compared to the middle of the male line.

mean hourly rate of pay gaps												
year	2018		2019		2020		2021		2022		2023	
gender	female	male	female	male	female	male	female	male	female	male	female	male
number of employees	205	228	217	231	229	273	235	286	247	299	279	337
hourly rate	£13.09	£14.86	£13.62	£16.17	£13.62	£15.78	£16.17	£17.76	£14.56	£15.74	£15.84	£17.24
variation between female and male hourly rate	£1.76		£2.55		£2.16		£1.59		£1.19		£1.40	
median gender pay gap hourly rate	11.9%		15.8%		13.7%		8.9%		7.5%		8.1%	

This year the female in the middle of the pay range received 8.1% less than the male in the middle of the pay range. This gap means that on average for every £1 a man received, a woman received 92p.

Overall, our median pay gap has been narrowing since reporting. While we have more male colleagues than female colleagues here at believe housing (337 to 279), and over the previous year have recruited more male colleagues (38) than female colleagues (32). The gap tells us that when comparing the pay of each colleague in the mid-point, men are paid 8.1% more.

When analysing the change in our median pay gap, over the year of April 2022 to April 2023, we had more females join believe housing in entry level roles (and paid within the lower quartile) and more males join in roles paid at both the lower middle and upper middle quartile. However, we also had a similar number of male to female colleagues join in the upper quartile. Due to the changes of new starters across the quartiles, this led to a slight increase in our overall median pay gap.



mean gender pay

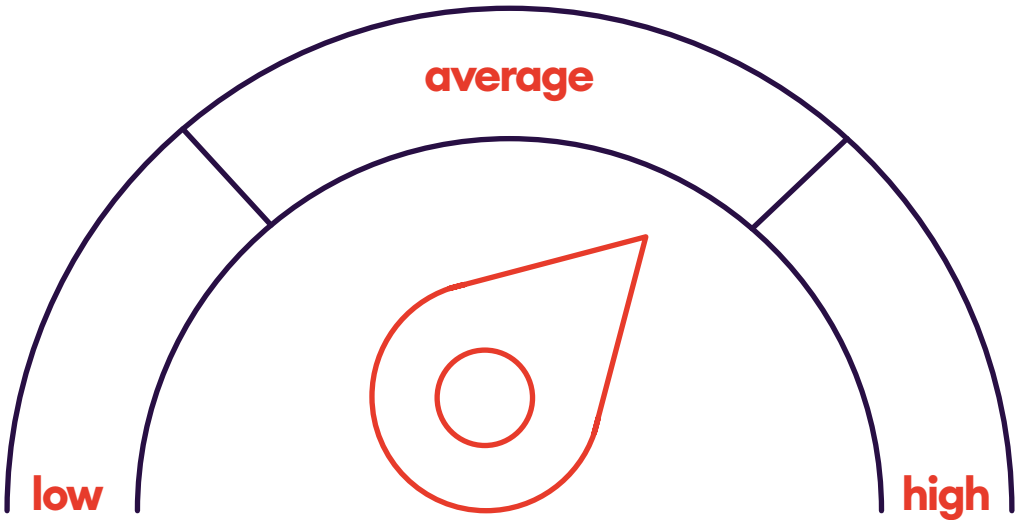
The mean gender pay gap is calculated by finding the average pay for male colleagues and the average for female colleagues. The difference between the average (mean) figure for men and the average (mean) figure for women is called the mean gap.

This is then reported as a percentage by adding up all of the wages by male and female colleagues and then dividing by the total number of colleagues.

mean hourly rate of pay gaps												
year	2018		2019		2020		2021		2022		2023	
gender	female	male	female	male	female	male	female	male	female	male	female	male
number of employees	205	228	217	231	229	273	235	286	247	299	279	337
hourly rate	£14.13	£16.56	£14.44	£17.45	£15.22	£16.68	£18.36	£19.49	£16.70	£17.43	£18.38	£18.70
variation between female and male hourly rate	£2.43		£3.01		£1.46		£1.13		£0.73		£0.32	
mean gender pay gap hourly rate	14.7%		17.2%		8.8%		5.8%		4.2%		1.7%	

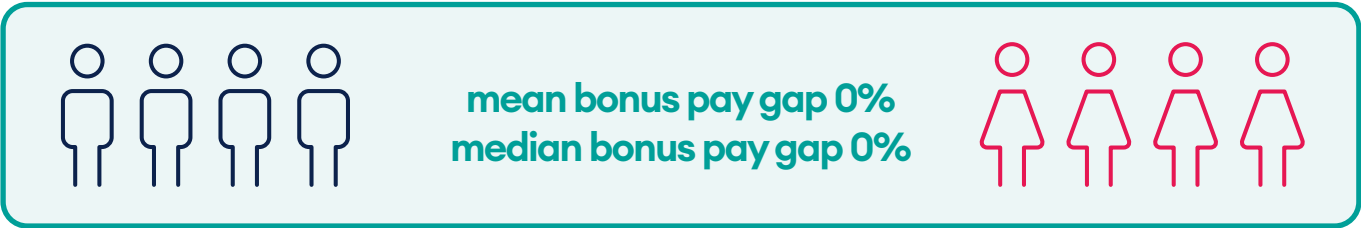
This year the average pay for women was 1.7% less than the average man. This gap means that on average for every £1 a man received, a woman received 98p.

Overall, our mean pay gap has been narrowing since reporting. We've seen a reduction from 4.2% to 1.7% from the previous year. There are a few main contributing factors that have impacted our mean gap reduction including the removal of our lowest pay grade and a rebasing of our salaries.



bonus pay gap and information

believe housing does not typically operate a bonus scheme.



In 2023, believe housing paid a non-consolidated payment of £500 to all colleagues along with the annual pay rise. This payment was made to help colleagues with the current cost of living crisis and was paid to all colleagues across the organisation regardless of gender, length of service or contract type. Therefore, there was no median or mean bonus pay gap.

The non-consolidated payment meant that although the overall pay band for colleagues increased, the difference in the pay band (lowest pay to highest pay) has remained the same.



reviewing our 2022-2023 actions

Overall, the data shows us that our pay gap is reducing. It's important that we review the actions we've taken, assess their impact and understand where to focus on next.

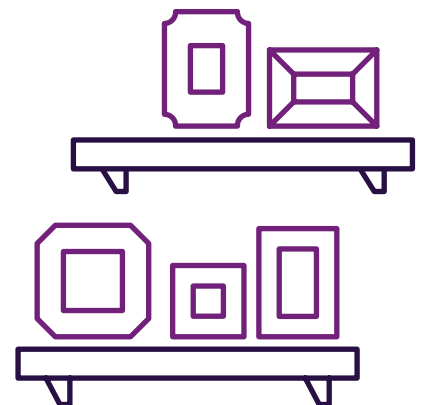
Throughout 2022-2023 we've focused on delivering actions against our equality, diversity and inclusion (EDI) data analysis report from an external advisor, Positive About Inclusion. This has included reviewing and changing some of the language in our documents and policies to make them more consistent and, in addition to a refresh of our Equalities Impact Assessment to make it clearer and easier to complete.

Work on our overall resourcing approach continues. We want to provide a simple, effective, and engaging recruitment process that allows us to find the right people for our business. We've reviewed our sourcing pool, ensuring we're advertising in the right locations to attract a wide range of candidates. Our application process has been simplified to remove any potential barriers that candidates may face when applying for our roles and we continue to work on our interview processes.

We've created a project team to look at how our people settle into believe housing. From here we've created a new induction process that works collectively across the organisation to ensure that we're breaking down barriers, getting to know our people, and ensuring that colleagues have insight into different directorates across the business in more detail.

Each year we conduct a culture audit across all colleagues within believe housing as well as the b-Heard best companies survey. These surveys give us a tremendous amount of data, providing insight into what is most important to our colleagues. The results from 2022 indicated that we had some work to do around 'fair deal'. The questions on fair deal ask if colleagues believe that the work they undertake is fair in comparison to the responsibilities within their role and, in comparison to other colleagues across the organisation. Following this feedback, in October 2022, we reviewed and rebased the salaries of over 300 colleagues in line with a review of market rates. This review ensured that our salaries remain competitive and are an accurate reflection of the works undertaken. A large proportion of the roles reviewed were our customer-facing roles in both trade operative positions as well as neighbourhoods and housing. We've also removed our entry level grade and moved all colleagues within this to the next grade. This meant that some colleagues received an increase of almost 20%. The removal of the grade meant that the pay range across believe housing decreased, this in turn has meant that the average salaries are closer amongst male and female colleagues.

In addition, we recruited 12 new trade operative apprentices in September 2022. This has increased the number of male colleagues in the lower quartile pay. We've also had three colleagues complete their apprenticeship in early 2023. All three have gone on to receive permanent contracts with believe housing, moving throughout the pay quartiles. We've also seen promotions of female colleagues into executive and senior management roles in early 2023. All of these appointments have contributed towards the reduction of the average pay gap.



maintaining our commitment

We know that closing the gender pay gap takes long-term commitment with sustained actions and results. Our data shows us that the affirmative action we're taking is having an impact, but there's still work to be done.

We've created our new equalities action plan to focus on clear actions from 2023-2025. Some of these actions are focused on tackling our gender pay gap, while others will continue to support equity, diversity, and inclusion here at believe housing.

Resourcing

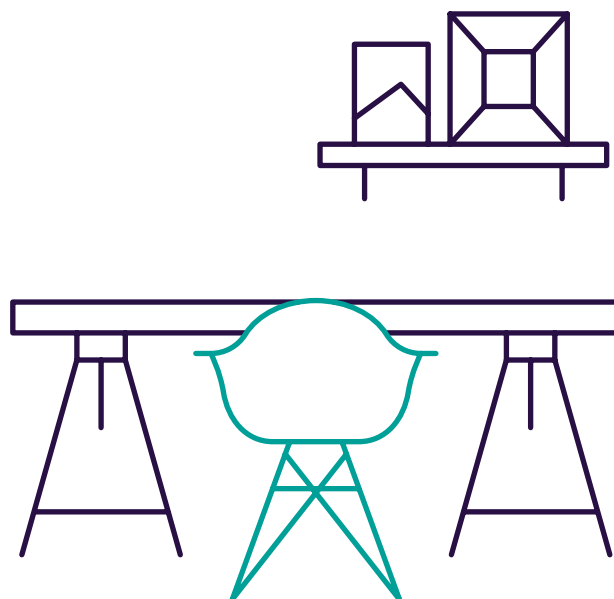
Our action plan continues our focus around resourcing, reviewing how and where we advertise, how we select candidates and what our interview processes look like.

We've also recruited for two part-time administrative roles to join our Community Investment Team as part of the New Start Initiative, a joint approach to employability by Housing Employment Northeast. We opened this opportunity up specifically to our customers with no previous experience. During the contract, both colleagues will have the opportunity to gain a Level 2 qualification while gaining on the job experience. They will also be guaranteed an interview for a permanent position within believe housing.

Policy changes and pay commitments

We know that, typically, primary care responsibilities are taken on by females, and that long-term absences, such as maternity leave, can have an impact on career progression. So, we're currently amalgamating our maternity, paternity and adoption leave and our shared parental leave policies into one family-friendly policy. This will ensure that we're enabling all new parents to take equal care for children. Our new People and Culture Strategy will also review the pay provisions included within our family-friendly policy to ensure they're fair and reflective of the market.

Following the salary rebase in October 2022, all of our colleagues are paid above the living wage. We ensure that our salaries are fair and reflective of the market while taking into consideration our status as a non-profit organisation. We advertise salaries for all roles and pay colleagues equally for the same roles, regardless of gender.



we believe in life without barriers

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