

gender pay gap report 2024

for data at 5 April 2024

believe
housing

message from Alan Smith

our chief executive

we believe in life without barriers.

Gender pay gap reporting is now in its seventh year and we have been working steadily to reduce our gap. Reporting the gender pay gap is one of the tools we utilise to track how our actions impact on our drive to achieve an equitable workplace with a diverse and inclusive workforce. These actions include continuous reviews of our internal policies and processes, and our ways of working. We want to remove barriers, create an equitable workplace and ensure our colleagues are able to be their authentic selves.

This report provides a snapshot of data taken for 5 April 2024 as well as an update around what we've been working on and what actions we're planning to take.

We have a great team here at believe housing and our objective of removing our gender pay gap and achieving gender parity remains unchanged. We want everyone to feel that they belong, make a valuable contribution every day and understand the role they play here at believe housing.

Alan Smith

Chief Executive, believe housing



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 differences between average earnings of female and male 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. We report on six different measures as set out by the Government Equalities Office.

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.

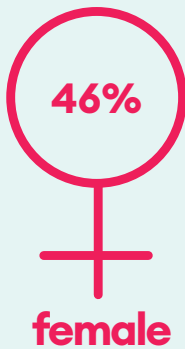
mean gender pay gap

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 at 5 April 2024



mean bonus pay gap 0%
median bonus pay gap 0%



mean gender pay gap hourly rate

1.7%

2023 result
(Data at 05/04/23)

2.0%

2024 result
(Data at 05/04/24)

median gender pay gap hourly rate

8.1%

2023 result
(Data at 05/04/23)

8.1%

2024 result
(Data at 05/04/24)

reviewing our data

Our gender pay data as at 5 April 2024 is based on a total number of 624 employees.

2024 pay quartile data

A quartile is one of four equally sized groups created when you divide the total number of employees into four, based on hourly rate. Each pay quartile represents 25% of our total workforce.

5 April 2024 quartile area	No. females in quartile	No. males in quartile	%females in quartile	%males in quartile	headcount per quartile
Lower pay quartile (9-25%)	98	58	63%	37%	156
Lower middle pay quartile (25-50%)	64	92	41%	59%	156
Upper middle pay quartile (50-75%)	63	93	40%	60%	156
Upper pay quartile (75-100%)	61	95	39%	61%	156
Relevant employee totals	286	338	46%	54%	624

Headcount changes

Our current headcount is split 46% female and 54% male.

Gender	5 April 2019	5 April 2020	5 April 2021	5 April 2022	5 April 2023	5 April 2024
Female	217	229	236	247	279	286
Male	231	273	286	299	337	338

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.

Median hourly rate of pay gaps												
Year	2019		2020		2021		2022		2023		2024	
Gender	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees	217	231	229	273	235	286	247	299	279	337	286	338
Hourly rate	£13.62	£16.17	£13.62	£15.78	£16.17	£17.76	£14.56	£15.74	£15.84	£17.24	£16.95	£18.44
Variation between hourly rate	£2.55		£2.16		£1.59		£1.19		£1.40		£1.49	
Median gender pay gap hourly rate	15.8%		13.7%		8.9%		7.5%		8.1%		8.1%	

Our median pay gap has remained the same and 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 2023 to April 2024, there have been quite a few changes within the pay quartiles themselves. We had more females join believe housing in entry level roles (and paid within the lower quartile); however, we also had more males join in roles paid at the lower middle quartile. With an increase in females in the upper middle pay quartile and a relatively static upper pay quartile, the data presents a static median pay.

The CIPD analysis for the median pay gap in 2023 was 9.03%, or for every pound that typical male colleagues get, the typical female colleague receives 91 pence.

In 2024, believe housing's median pay gap was 8.1%, which means the typical female colleague receives 92 pence for every pound compared to male colleagues.



mean gender pay

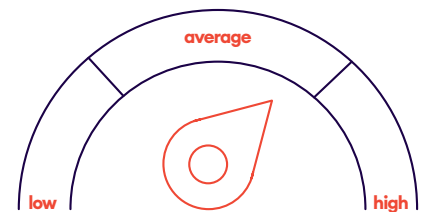
The mean gender pay gap is calculated by finding the average pay for female and male colleagues. The difference between the average (mean) figure for women and the average (mean) figure for men is called the mean gap. This is then reported as a percentage by adding up all the wages of female and male colleagues and then dividing by the total number of colleagues.

Mean hourly rate of pay gaps												
Year	2019		2020		2021		2022		2023		2024	
Gender	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees	217	231	229	273	235	286	247	299	279	337	286	338
Hourly rate	£14.44	£17.45	£15.22	£16.68	£18.36	£19.49	£16.70	£17.43	£18.38	£18.70	£19.70	£20.10
Variation between hourly rate	£3.01		£1.46		£1.13		£0.73		£0.32		£0.40	
Mean gender pay gap hourly rate	17.2%		8.8%		5.8%		4.2%		1.7%		2.0%	

This year the average pay for women was 2% less than the average man. This gap means that on average for every £1 a man received, a woman received 98p.


While this is a slight increase on last year’s mean rate of 1.7%, there are a few contributing factors for this. Although we have seen more women join the upper middle pay quartile, there are still significantly more male colleagues than female colleagues in the upper middle and upper pay. The lower pay quartile remains more female and the split of female to male colleagues in lower middle has changed towards male colleagues.

According to CIPD analysis of the gender pay gap data provided by UK employers in 2023, the mean pay gap was 11.8%, which means on average female colleagues earns 88 pence for every pound received by the average male worker. In 2024, believe housing’s mean pay gap was 2.0%, which means on average female colleagues earn 98 pence for every pound compared to male colleagues.

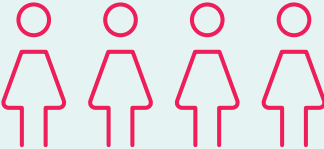


bonus pay gap and information

believe housing does not typically operate a bonus scheme.



mean bonus pay gap 0%
median bonus pay gap 0%



believe housing does not operate a bonus scheme and did not pay any non-consolidated payments to colleagues in the 2024 pay award. Therefore, there was no median or mean bonus pay gap.

reviewing our 2023-2024 actions

Overall, the data shows us that our pay gap is improving against the averages in the UK (CIPD). Our own data shows us how minor changes within the quartiles, and overall ratio of female to male employees, can have an impact on our headline figures each year. However, it's important that we continue to take action and review the previous year's commitments, assess their impact and understand where to focus on next.

Throughout the previous year, we've focused on delivering against our equalities action plan. Actions relating to gender predominantly focus on the following areas: resourcing; policy changes; and pay commitments.

Resourcing

We continue our focus on resourcing as this evolves with the business, the market and expectations on employers. However, the past year has seen a clear review of our recruitment process, ensuring recruiting managers have clear guidance and are consistent with their approach. We succeeded in becoming a Disability Confident Level 2 Employer as part of this review. Our interview processes have been adapted based on ensuring candidates have the best experience. Depending on the role, our interview process is adaptable and aims to help each candidate achieve success.

The New Start initiative has proved to be a success for believe housing. The initiative was opened up to customers of believe housing who had no work experience. To date, we have had eight colleagues join us in the past year (five currently on the programme), with three colleagues offered either permanent or fixed-term posts at the end of their contracts.

Feedback from new colleagues shows that our new induction process allows new starters to get to know colleagues from across the business allowing for greater insight. This also provides a great introduction to the business and helps to break down any barriers, as well as reducing those nerves when you start in a new role.

Board Trainee programme

A Board Trainee programme was introduced to attract and develop future members where opportunities may well be limited or restricted. This aims to allow the Board to continue to develop its own diversity, to enable this to be reflected in future development of services to customers and our offer to colleagues. The programme will provide trainees the opportunity to enhance their knowledge and experience around the duties required of Board members. Upon conclusion of the programme, trainees will then consider positions that may arise both within believe housing and other external organisations. All members of the current trainee programme are female.

Policy changes and pay commitments

Our new family-friendly policy is clear, easy to access and understand, with relevant guidance documents for maternity, paternity, adoption, parental and shared parental leave. We've also created clear guidance around paid carers leave, allowing colleagues to take equal care for children, regardless of gender. We're still working on a wider review of our family leave pay commitments and aim to have this delivered to the business in line with our believe in people strategy.

Changes around flexible working legislation mean that all colleagues now have a day one right to request flexible working and can make up to two requests in any given 12 months. This is a great opportunity for colleagues to gain greater parental equality regarding care commitments.

We continue to pay above the living wage and are committed to ensuring 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.

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.

This year we continue to develop our working practices, provide opportunities to share stories and support, as well as utilising our data to make informed business decisions.

Resourcing

As an organisation, we continuously review how we resource the business. Our new people manager programme will be launched this year, with our first module focusing on best practice around resourcing. We have clear guidance and processes in place, and our next step is to build on best practice and lead on innovative recruitment solutions for the business.

We're currently undertaking operating trials in our Finance Directorate, reviewing a four-day week, a four-and-a-half-day week, and a nine-day fortnight. The trial will assess any operational efficiencies, colleagues' wellbeing and worklife balance before assessing suitability for the wider organisation.

Internal communities

In 2024, we'll be focusing on new internal support for removing barriers. This includes creating new internal groups for specific communities, mentoring opportunities, and raising the profile of networking events with our existing partners.

Our data

This year, we'll be reviewing what data we collect, how it is collected and what we use this data for. We want to ensure our data is readily available, inclusive and comprehensive. This will allow us to make informed and evidence-based decisions that align with our strategic goals as a business and help to further reduce our gender pay gap.

we believe in life without barriers

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