

Disability Pay Gap Report

For the year ended 31 March 2023



*“Committed
to being an
inclusive
and diverse
employer”*

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Foreword



At Eastlight, we believe that everyone should have equal access to opportunities, regardless of their experience, background or abilities, and that they are paid fairly for the work they do. Colleagues living with disabilities have an equal stake in the success of Eastlight Community Homes, and in making a lasting difference to the lives of our residents and in our communities.

In our first-ever Disability Pay Gap Report, we are delighted to share a positive outcome for year 2022–23. With that in mind, we recognise that our own efforts must be compared against a rather gruelling reality.

The East of England holds one of the highest disability pay gaps in the United Kingdom (17.7%), and this is simply not good enough.

To challenge these findings, we are willing to lead the way for disability inclusion. We drive a step change in behaviour within our organisation and sector, promoting a more positive, inclusive and diverse workforce that is equipped to deliver the kinds of accessible and sustainable homes and services that our residents expect to receive from us.

We are future-focused, and we partner with like-minded charities and organisations that share our strategic aims to build a better society, particularly in the East.

In 2022–23, we continued our partnership with national disability organisation Purple for a second year as the Housing Sector Lead, leaning on its ever-valuable expertise and data to improve the disabled customer and colleague experience.

Locality is equally important to us. Chelmsford-based Essex Cares Limited has also given us the tools and knowledge to develop our Neurodiverse Recruitment Programme, which has supported our ambition to bring more neurodiverse talent to Eastlight.

We look forward to continuing our valuable partnerships and listening to our people, our residents and communities to help us shape a more accessible, inclusive and tailored service that meets and satisfies the diverse needs of our customers now and for future generations.

Emma Palmer
Chief Executive Officer
Eastlight Community Homes

Disability Pay Gap Report 2022–23

Our first Disability Pay Gap Report is based on the data as of 31 March 2023. The report provides a baseline for future analysis and underpins our desire to create a more accessible and inclusive workplace and society.

The Disability Balance in Eastlight’s workforce:



What is the Disability Pay Gap at Eastlight?

The mean disability pay gap is a measure of difference in average hourly earnings between disabled and non-disabled colleagues, while the median disability pay gap is the middle hourly earnings for disabled and non-disabled colleagues when all values are listed in numerical order.

Those who have chosen not to tell Eastlight (5 colleagues) are not included in the our reporting figures:

Mean



Disabled employees earn **8.1%** more than employees who disclosed they do not have a disability.

Median



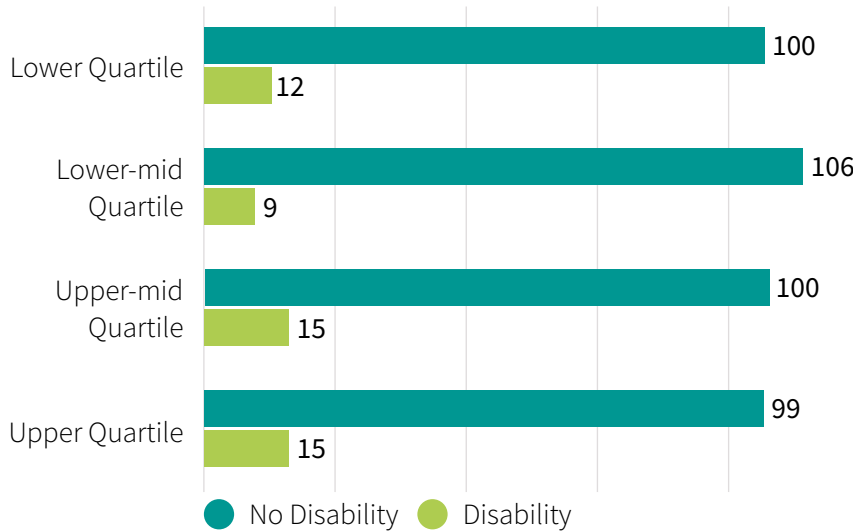
Disabled employees earn **8.2%** more than employees who disclosed they do not have a disability.



UK average in 2022 – non-disabled colleagues earn 14.6% more than disabled colleagues.

Disability representation in pay quartiles

The proportion of disabled and non-disabled persons in each pay quartile:



Pay Gap in Numbers

1.9%
 Disabled colleagues earn **1.9% more** than non-disabled colleagues (**lower-pay quartile**)

1.4%
 Disabled colleagues earn **1.4% less** than non-disabled colleagues (**lower-mid pay quartile**)

2.3%
 Disabled colleagues earn **2.3% more** than non-disabled colleagues (**upper-mid pay quartile**)

5.5%
 Disabled colleagues earn **5.5% more** than non-disabled colleagues (**upper-pay quartile**)

Disabled Eastlight colleagues earn **more** than non-disabled colleagues

Bonus Pay Gaps

For year ended 31 March 2023, 418 of our people received a formal bonus consisting of cost-of-living payments – which were available for team members at Manager-level and below – and in some cases, retention payments.

The mean bonus pay for disabled and non-disabled colleagues at Eastlight is as follows:



Disabled colleagues

92.2%

of disabled colleagues received a bonus pay

£567.16

average bonus pay for disabled colleagues



Non-disabled colleagues

90.4%

of non-disabled colleagues received a bonus pay

£645.40

average bonus pay for non-disabled colleagues

Bonus Pay in Numbers



12.1%

Non-disabled colleagues received **12.1%** more bonus pay than disabled colleagues



Our Repairs & Maintenance Team were paid a second instalment of retention payments, based on percentage of salary



7.6%

Only **7.6%** of colleagues in our Repairs & Maintenance Team have disclosed a disability to us.

Disabled employees received **less** bonus pay than non-disabled employees

Closing the Gap

Eastlight is taking proactive steps toward reducing our disability pay gap and promoting equality within the workplace. We regularly monitor and evaluate our actions, tracking progress and flexing our approach where appropriate.

- Employees with disabilities are given access to reasonable adjustments that support their work performance, including physical workspaces, assistive technology and flexible working arrangements
- We promote an inclusive culture that encourages all staff to disclose their disability to ensure support is provided, where they feel comfortable to do so
- Training is provided to all managers on disability inclusion. This will help to support disabled team members and create awareness around the challenges faced by disabled employees, to promote a more inclusive and respectful work environment
- By engaging our people, we establish perceived barriers to career progression which help to inform future development and training opportunities
- We share Disability Pay Gap findings internally, including with Managers and our employee focus group, to shape future decision-making and discussions around equality and inclusion.



Eastlight managers
trained to promote
disability inclusion

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