

Gender Pay Gap Report

For the year ended 31 March 2023



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

Foreword



This is Eastlight Community Homes' third Gender Pay Gap Report, and we are pleased to share that, in 2022–23, our gender pay gap compares favourably to the UK average of 14.9%.

At Eastlight, we are committed to transparent and consistent reporting to our stakeholders, demonstrating how we are reducing the disparity in pay amongst all our people; this helps us to shape a more diverse and fairer working environment in which colleagues feel proud to work for Eastlight and for our customers.

Over the past year, we have focused on driving greater awareness across our organisation, addressing any inequalities in the workplace and by providing essential training to managers, and we continue to flex our approach to individual staff needs, promoting our agile working arrangements, which include flexible hours and job-sharing.

We strive to ensure our colleagues of all genders and backgrounds have equal access to opportunities, and we engage with people at all levels of the organisation to ensure that barriers are removed and essential support is provided, allowing them to be ambitious in their careers and to succeed in their future aspirations.

In line with our values, all colleagues hold themselves accountable for the ways in which we support an inclusive culture in our organisation. Where improvements are identified, our people are dedicated to bridging the gaps, working with colleagues, leadership and our partners to learn, share ideas and build a better Eastlight.

We are proud to evidence our efforts over the past year, and to share the ways we have encouraged a better working environment. We look forward to seeing the difference we're making in the housing sector and, against regional and national average statistics.

Emma Palmer
Chief Executive Officer
Eastlight Community Homes

Gender Pay Gap Report 2022–23

Since 2017/18, public and private sector employers with more than 250 staff members are required by law to publish pay gap figures annually. Our Gender 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 gender diverse and inclusive workplace and society.

The Gender Balance in Eastlight’s workforce:



What is the Gender Pay Gap at Eastlight?

The mean gender pay gap is a measure of difference in average hourly earnings between male and female employees, while the median gender pay gap is the middle hourly earnings for male and female employees when all values are listed in numerical order.

Mean



Male employees earn **4.6%** more than female employees at Eastlight (a **3.6% rise on 21–22**)

UK average in 2022 – male employees earn 14.9% more than female employees.

Median



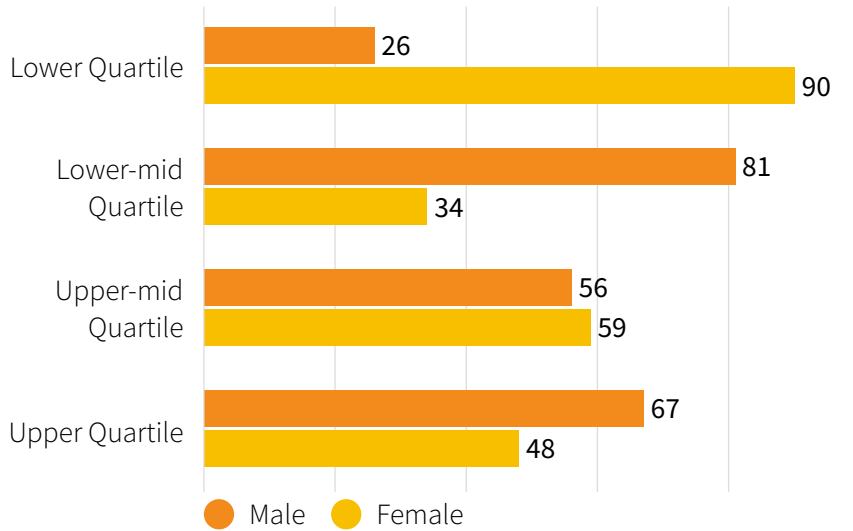
Male employees earn **4.3%** more than female employees at Eastlight (a **37.4% rise on 21–22**)

UK average in 2022 – male employees earn 8.3% more than female employees.



Gender distribution in pay quartiles

The proportion of men and women in each pay quartile:



Pay Gap in Numbers



54%

Men represent **54%** of the **upper-mid and upper-pay quartiles** combined.



16%

Women are **under-represented** in the **lower-mid pay quartiles**.

84% male employees are represented in our Repairs & Maintenance Team (**compared to 16% female**)



26%

Men are **under-represented** in our **lower-pay quartile**.

74% female employees are represented in our Customer Services and Community Investment Teams (**compared to 26% male**)



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 male and female colleagues at Eastlight is as follows:

 **Men**
90.9%
of men at Eastlight received a bonus pay
(209/230 male employees)


£751.73
average bonus pay for men


 **Women**
90.5%
of women at Eastlight received a bonus pay
(209/231 female employees)

£518.01
average bonus pay for women

Bonus Pay in Numbers

 **31.1%**
Males were awarded **31.1%** more bonus pay than female employees (**23.2% decrease on 2021-22 at 54.3%**).

 Employees in our predominantly male Repairs & Maintenance Team were paid a second instalment of retention payments, based on percentage of salary.

 **0%**
The percentage between male employees who received a bonus pay to female employees that received a bonus pay is **0%** (**0% in 2021-22**).


Equal number of male and female employees received a bonus pay in 2023

Closing the Gap

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

- Training is provided to all managers on recruitment and equality, diversity and inclusion, as well as consolidating our approach to flexible work requests, such as agile working, flexible hours and job-sharing opportunities
- We communicate our robust benefits and rewards for working at Eastlight, including generous family leave, an annual wellbeing grant and a Bupa Healthcare cash plan
- We deliver focused recruitment campaigns to attract more female talent into frontline and senior roles in our predominantly male Repairs & Maintenance Team
- By engaging our people, we establish perceived barriers to career progression which help to inform future development and training opportunities
- We share Gender Pay Gap findings internally, including with Managers and our employee focus group, to shape future decision-making and discussions around gender equality and inclusion.



Eastlight managers
trained to promote
gender equality

Eastlight Community Homes

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