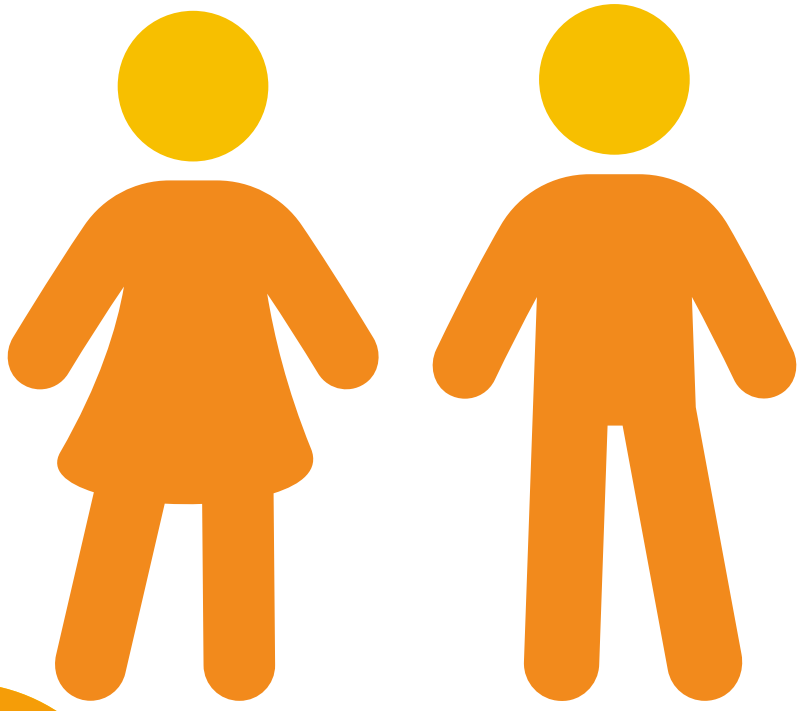
Eastlight Community Homes

Gender Pay Gap Report

For the year ended 31 March 2025



"Committed to being a diverse and inclusive employer"

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Foreword

Eastlight Community Homes' Gender Pay Gap Report for 2024–25 shows the steady progress we have made in building a fair and inclusive organisation for our people, partners and residents.

This year marks an important milestone for Eastlight. For the first time, our mean and median pay gaps have effectively closed, with a marginal gap in favour of women. This reflects sustained progress over several years and demonstrates the positive impact of our focus on equal access to opportunity. While encouraging, we know it is not a signal to stand still.

Transparent reporting matters. It gives us the chance to examine our data honestly, identify where imbalances remain and take informed action. It also supports clearer pathways for progression and recognition, alongside strengthening our approach to talent and succession planning.

We are proud of the inclusive culture we create at Eastlight. We want every colleague to feel encouraged to be bold, be curious and take on new challenges. Over the past year, we have invested further in professional development and leadership capability, equipping our people so they have the skills our sector increasingly demands.

Addressing gaps is not only about pay. It is about representation, confidence and creating an environment in which talent can flourish. When our people thrive, we are better placed to deliver high-quality services to meet the changing needs of residents today and in the future. A diverse and fairly rewarded workforce strengthens decision making, innovation and the quality of service we provide.

Our People Services & Organisational Development Team reviews our pay gap data each year and we report to our Board, which includes Eastlight residents. This governance ensures strategic oversight, transparency and clear accountability for progress.

While we welcome recent improvements, we know this work is ongoing. We will continue to listen, learn and act – embedding inclusion across all areas of Eastlight and ensuring fairness remains central to how we operate. In the year ahead, we will focus on delivering stronger progression pathways and leadership development to ensure opportunities remain accessible at every level.

Thank you,

Sharon Ault

Sharon Ault
Chief People Officer
Eastlight Community Homes

Gender Pay Gap Report 2024–25

Since 2017/18, organisations with more than 250 employees are required by law to publish gender pay gap figures annually.

Eastlight's Gender Pay Gap Report is based on the data as at 31 March 2025. It helps us understand our current position and shapes the actions we take to ensure our workplace is fair, inclusive and reflective of the diverse communities we serve.

The Gender Balance of Eastlight's workforce:

223
female employees

235
male employees

What is the Gender Pay Gap at Eastlight?

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

Mean

0.2%
more than men

Female colleagues earned on average **0.2%** more than male colleagues **(a 5.6% rise on 2023–24, when male colleagues earned 5.4% more than female colleagues)**

National UK average (Office for National Statistics, April 2025) – male employees earn 12.8% more than female employees.

Median

0%
median pay gap

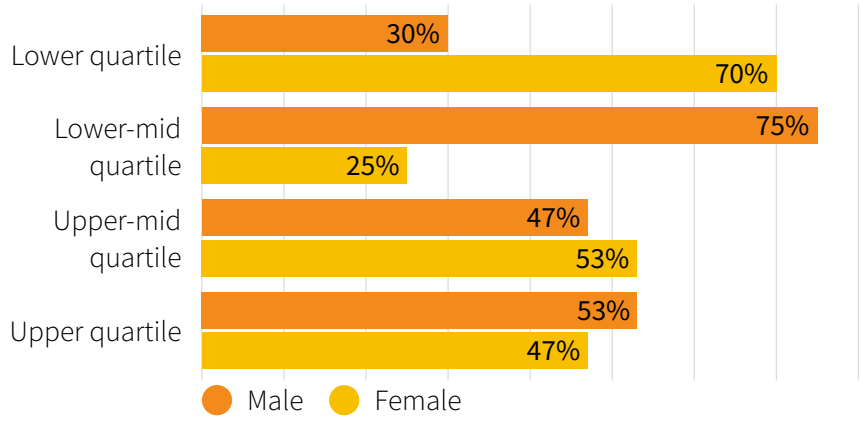
The median pay gap between female and male colleagues is **0% (no change on 2023–24)**

National UK average (Office for National Statistics, April 2025) – male employees earn 6.9% more than female employees.

Near-equal balance of female and male colleagues at Eastlight (49% female: 51% male).

Gender distribution in pay quartiles

The proportion of men and women in each pay quartile:



Pay Gap in Numbers

Women are over-represented in our lower pay quartile

- There is a higher proportion of women in the lower pay quartile, compared to just 30% that are men. Many roles in this quartile are either administrative positions or form part of our Customer Services Team. Women are more likely to work in these roles, reflecting long-standing occupational trends in sectors where women have historically been more present. This is not unique to Eastlight and we continue to focus on increasing diversity in this area.

The largest pay gap appears in the lower pay quartile

- Women earn 5.8% more than men in the lower pay quartile

- Despite women being over-represented in this quartile, the pay gap indicates that female colleagues are, on average, paid slightly more than their male counterparts across the organisation. This reflects the fact that a greater proportion of women occupy the higher-paid roles within the quartile compared with men. Women are more evenly represented in roles where they sit higher within the quartile's pay range.

Gender split improves at the top of our organisation

- Gender across the upper-mid and upper pay quartiles remains evenly balanced

- There is a strong female representation in mid-senior-level roles, with women slightly outnumbering men in the upper-mid quartile.

Bonus Pay Gaps

For the year ended 31 March 2025, no organisation-wide bonus was paid. Only 70 (15%) of our people received a formal bonus or recognition payment. For those that were awarded, bonus outcomes varied significantly due to how and to whom they were distributed.

A short-term incentive scheme was introduced early in the year to increase productivity of colleagues in our predominantly male Repairs Team. This resulted in a higher proportion of men (54) receiving bonus payments overall. Meanwhile, fewer women (16) received bonuses, but those awards tended to be substantially higher in value.

Differences in award eligibility and size reflect a gender imbalance linked to occupational segregation between repairs and operational roles, as this year's bonus distribution favoured roles predominantly located in repairs.

The female colleagues who received a bonus hold more higher-paid roles, with higher individual bonus values, than the male colleagues who received a bonus. Their awards were primarily linked to recognition for individual performance, in comparison to a wider incentive scheme within our Repairs Team, who are predominantly males.

However, the total value of bonus payments awarded to the male colleague group and female colleague group were broadly equitable across the review period.

As an inclusive organisation, we ensure all bonus payments are fair, recognise contribution and support the development of our people and organisation. There is no evidence of gender-based inequity in our bonus allocation process.

Closing the Gap

Eastlight remains committed to promoting fairness and inclusion. This year's results show ongoing progress, with both our mean and median gaps closing, representing fair pay in our organisation.

Recognising that bonus values vary by role and scheme design, we will continue to monitor impacts and outcomes closely to ensure they remain proportionate.

Our Leadership Team reviews our results annually and they are reported to our Board, ensuring actions are agreed and embedded. We also share our findings with colleagues and employee groups, working together to strengthen progression, widen access to opportunities and maintain a fair, inclusive workplace.

If you'd like to support our commitment to being a diverse and inclusive employer, please get in touch.

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