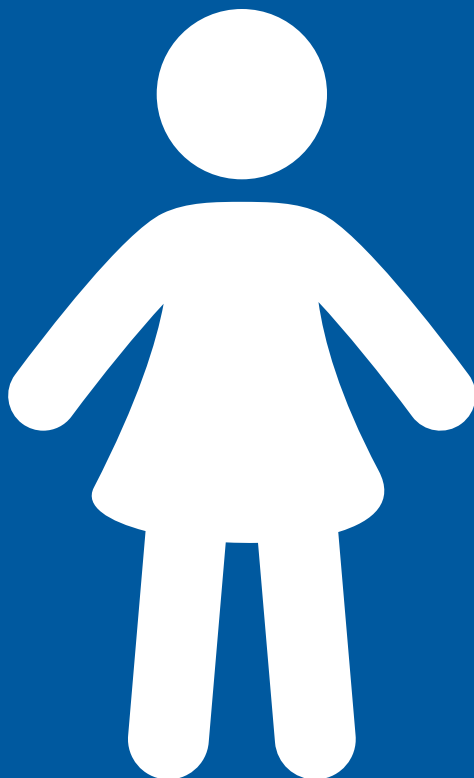


Ethnicity Pay Gap Report

For the year ended 31 March 2023



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

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Foreword



Eastlight Community Homes is proud to present our first Ethnicity Pay Gap Report, which covers the year 2022–23.

Not only does this report help us to remain transparent with our stakeholders around pay disparity at Eastlight, it also serves to identify improvements so that we can create an increasingly diverse workforce.

Diversity is central to our work at Eastlight. We oppose groupthink, challenge negative behaviour and collaborate with others to ensure the people delivering our services to residents are reflective of those living in our homes and communities.

Through our Just Being You programme, we give our people a platform to share their experiences, barriers and ambitions for our future, under the nine protected characteristics, including race and ethnicity.

This approach helps us to unlock new thinking. It brings to the fore the adjustments needed within our policies and procedures, and it provides our people the opportunity to positively influence or challenge ideas and misconceptions in a safe space.

Over the past year, we've worked with our staff and the residents on our Customer Influence Committee to drive greater awareness amongst our people about the varying cultures, backgrounds and beliefs within our workforce and communities. At the same time, we leverage the unique expertise and robust skillset of our ethnic minority colleagues to inform our wider operational and strategic decision-making.

In addition, we work with other housing associations in our region and across the UK to promote diversity and inclusion, and we partner with a range of organisations to support our recruitment, training and development processes, bringing critical tools, knowledge and information to our people.

While our results prove positive, we avoid complacency. We are ambitious about breaking down barriers and holding ourselves accountable, challenging discrimination, racism and bias at every turn. This will always be paramount for us as an organisation, and we look forward to further encouraging reports in the years ahead.

Emma Palmer
Chief Executive Officer
Eastlight Community Homes

Ethnicity Pay Gap Report 2022–23

Our first Ethnicity 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 diverse and inclusive workplace and society.

To understand our terms used throughout this report, please see page 7.

The Balance of Ethnicity in Eastlight’s workforce:



410

number of White British colleagues



44

number of colleagues belonging to an ethnic minority group



7

have chosen not to disclose their ethnicity

What is the Ethnicity Pay Gap at Eastlight?

The mean ethnicity pay gap is a measure of difference in average hourly earnings between White British employees and colleagues belonging to an ethnic minority group. The median ethnicity pay gap is the middle hourly earnings for White British and ethnic minorities when all values are listed in numerical order.

Those who have chosen not to tell Eastlight (7 colleagues) are not included in our reporting figures:

Mean



8.1%

Ethnic minorities earn **8.1%** more than White British employees

Median



0.1%

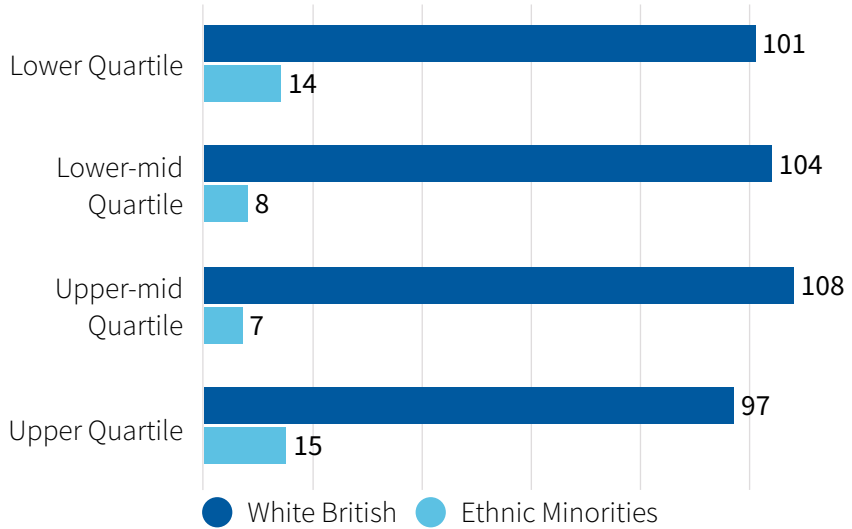
Ethnic minorities earn **0.1%** more than White British employees



UK average in 2022 – Non-UK born mixed or multi-ethnic group employees earn 2.8% less than White British employees.

Ethnicity representation in pay quartiles

The proportion of White British and ethnic minorities in each pay quartile:



Pay Gap in Numbers



21.2%

The largest pay gap sits within our **lower-pay quartile (21.2%)**



-0.4%

The smallest pay gap sits within our **upper-pay quartile (-0.4%)**



53%

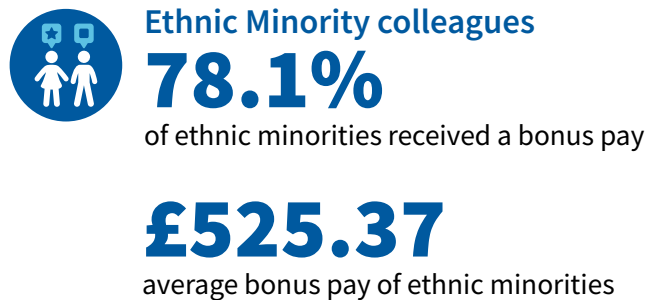
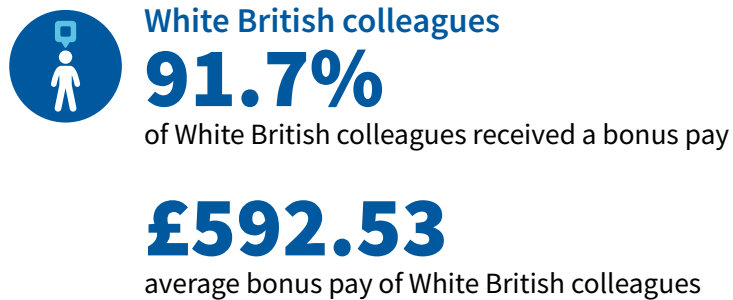
of ethnic minorities represented in our **lower-pay quartile** belong to our Customer Service and Community Investment teams.



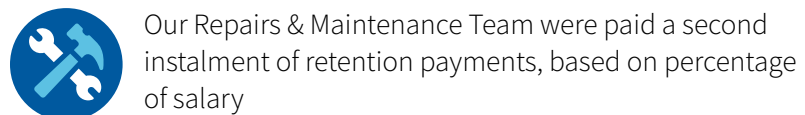
Bonus Pay Gaps

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 White British and ethnic minorities at Eastlight is as follows:



Bonus Pay in Numbers



Ethnic minorities received less bonus pay than White British employees

Closing the Gap

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

- We will conduct some additional analysis on our lower-pay quartile to understand why the biggest ethnicity pay gap (21.2%) is in favour of White British colleagues
- Further training and education will be provided to all employees on cultural sensitivity and unconscious bias, supporting greater awareness of the challenges faced by ethnic minorities, to promote a more inclusive and respectful work environment
- We will ensure diversity in interview panels to minimise biases during the recruitment and selection process
- By engaging our people, we establish perceived barriers to career progression which help to inform future development and training opportunities
- We share Ethnicity Pay Gap findings internally, including with Managers and our employee focus group, to shape future decision-making and discussions around equality and inclusion.

Our Terms

At Eastlight, we believe consistent terminology helps us to understand our data more accurately.

We refer to 'ethnicity' as opposed to 'race', and we use 'ethnic minorities' to refer to all ethnic groups, except the 'White British' group. Ethnic minorities in this report also includes white minorities, such as Gypsy, Roma and Irish Traveller groups.

We also do not use terms BAME (Black, Asian and Minority Ethnic) or BME (Black and Minority Ethnic) to avoid excluding other ethnic minority groups and therefore create misleading interpretations of data. Nor do we use the term 'non-white'.



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