

**Gender  
Pay Gap Report**

For the year ended  
31 March 2024



“Committed  
to being a diverse  
and inclusive  
employer”



# Chief Executive Foreword



**I am pleased to present Eastlight Community Homes' fourth Gender Pay Gap Report, which highlights our ongoing commitment to equality.**

Achieving equal pay remains a priority for us. However, we recognise there is still work to do to reduce disparities – not only within Eastlight, but across housing associations in the East of England and the wider sector.

While gender pay gap reporting is a statutory requirement, we see it as more than just a compliance exercise. It is an opportunity to reflect, grow and drive meaningful change. By sharing our progress transparently, we aim to create a fairer and more inclusive workplace that attracts and retains key talent. This, in turn, enables us to deliver the high-quality, accessible homes and services that residents need and deserve.

At Eastlight, we believe every team member has a role to play in addressing gender imbalances. By frequently engaging with our people and employee groups, we gather valuable feedback to collaboratively address challenges and shape our next steps.

Developing our people is essential to our long-term success. Regardless of gender, we are committed to breaking down barriers, unlocking potential and encouraging growth within our workforce. This year, more than 60 colleagues were promoted or took on new roles in other teams and departments, providing essential opportunities for career progression.

Throughout all of this, we are increasingly upskilling our colleagues and embedding the forward-thinking knowledge and behaviours our people need to help them succeed into the future. This also enables us to continue to meet developing sector requirements, such as the Regulator of Social Housing's Competence & Conduct Standard.

Looking ahead, we will continue our focus on increasing diversity within our customer-facing Repairs & Maintenance Team, and we will review our flexible working offer to better support our people. By promoting equal access to opportunities, we can enhance skills, boost ambitions and continuously improve the ways in which we serve Eastlight residents.

As we continue to benchmark ourselves against peers within and beyond the social housing sector, our goal remains the same: to make Eastlight a place where people want to work and feel empowered to succeed.

*Emma Palmer*

**Emma Palmer**  
Chief Executive Officer  
Eastlight Community Homes

# Gender Pay Gap Report 2023–24

Since 2017/18, public and private sector employers with more than 250 staff members 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 2024. It provides a baseline for future analysis and underpins our desire to create a more gender diverse and inclusive workplace and society.

## The Gender Balance of 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 colleagues, while the median gender pay gap is the middle hourly earnings for male and female colleagues when all values are listed in numerical order.

### Mean



Male colleagues earn **5.4%** more than female colleagues (**0.8% rise on 22–23**)

### Median



The median pay gap between male and female colleagues is **0%** (**down from 4.3% in favour of male colleagues in 22–23**)

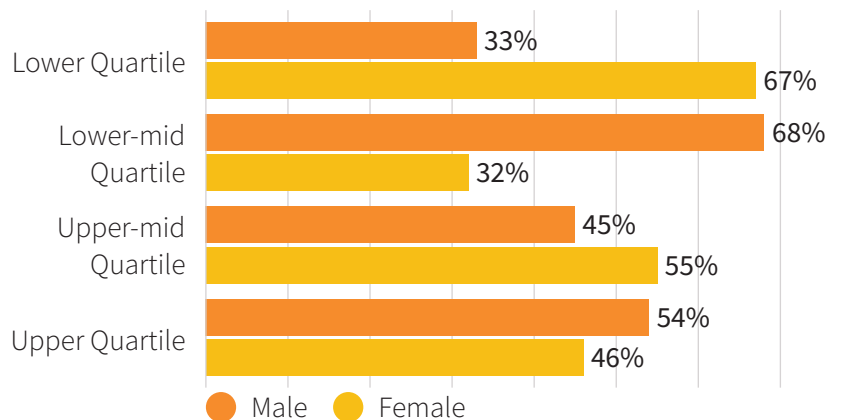
**National UK average (April 2024)**  
– male employees earn **13.1%** more than female employees.

**National UK average (April 2024)**  
– male employees earn **7.0%** more than female employees.



## Gender distribution in pay quartiles

The proportion of men and women in each pay quartile:



## Pay Gap in Numbers

While the upper quartiles have greater gender equality, the biggest pay gap exists in our **upper-pay quartile**.



# 3.9%

Female colleagues earn **3.9%** more than male colleagues in the **upper-pay quartile**.

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



# 86%

of male colleagues are represented in our male-dominated Repairs & Maintenance Team (**compared to 14% female**).

This is ongoing work for us; in the years ahead, we aim to increase female representation in these groups to strike a better balance of pay throughout the organisation.

Women are **over-represented** in our **lower-pay quartile**.



# 92%

of female colleagues are represented in our Community Empowerment and Customer Services teams (**compared to 8% male**).

These teams largely include entry-level roles, with lower salaries, and are traditionally occupied by more women than men, as seen across various sectors and industries. We are working to ensure that prospective male employees have equal access to these roles, and that women have the opportunity to progress into positions within our higher quartiles.



# Bonus Pay Gaps

For the year ended 31 March 2024, 398 (91%) 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 females colleagues at Eastlight is as follows:



Men

**91%**

of men at Eastlight received a bonus payment  
(209/230 male colleagues)

**£580.71**

average bonus pay for men



Women

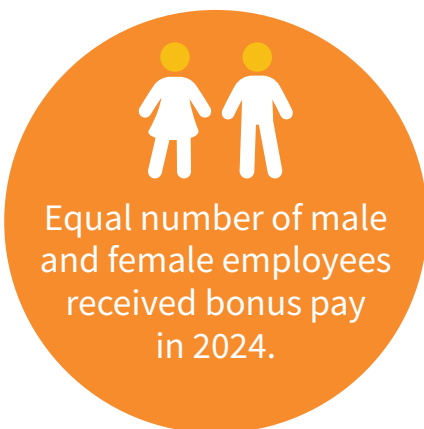
**91%**

of women at Eastlight received a bonus payment  
(209/231 female colleagues)

**£930.37**

average bonus pay for women

## Bonus Pay in Numbers



**60.2%**

Female colleagues received **60.2% more bonus pay** than male colleagues (**a 91.3% increase** on 22–23, when men received 31.1% more bonus pay than women).



**0%**

The median bonus pay – the number of male colleagues that received bonus pay, compared to the number of female colleagues that received bonus pay – is **0%** (**0% in 22–23**).

# Closing the Gap

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

Our People Services & Organisational Development Team report on pay gap findings to our Board on an annual basis, in line with Government requirements, with key outcomes and actions agreed and embedded throughout the organisation. We share these findings with our employee groups and colleagues, identifying areas where we can collaboratively improve our workplace environment together.

Please get in touch if you'd like to support Eastlight's commitment to being a diverse and inclusive employer.



We regularly monitor and evaluate our actions, tracking progress and flexing our approach.

**Eastlight Community Homes**

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