

# Valleys to Coast

## Gender Pay Gap Report 2022



From April 2017 the UK Government introduced gender pay gap reporting for all companies employing more than 250 people.





Cymoedd i'r Arfordir  
Valleys to Coast



## About gender pay gap reporting

Gender pay gap is sometimes confused with equal pay but there is a difference between the two. Equal pay is the right of men and women to get the same rates of pay for equivalent work. **The gender pay gap shows the difference between the average hourly pay for men and women across all ages, roles and levels.** As Valleys to Coast now employs over 250 colleagues, we are reporting on our gender pay gap for the first time in April 2023.

## About us

We are a not-for-profit organisation, registered with charitable status, providing over 6000 secure and affordable homes across Bridgend, South Wales. Our purpose is to provide homes where people are safe and happy and our vision is to build a better Bridgend and Wales. Our vision is intended to stretch and provoke our people to think the impossible and have ambitious aspirations for themselves and our customers.





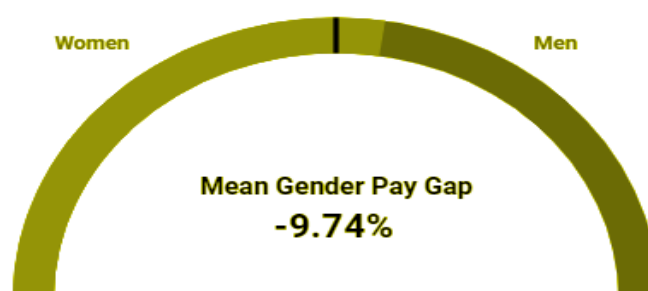
## Our gender pay gap statistics (Snapshot Date 5th April 2022)

### Gender Profile:

Total Males: 144    Total Females: 125

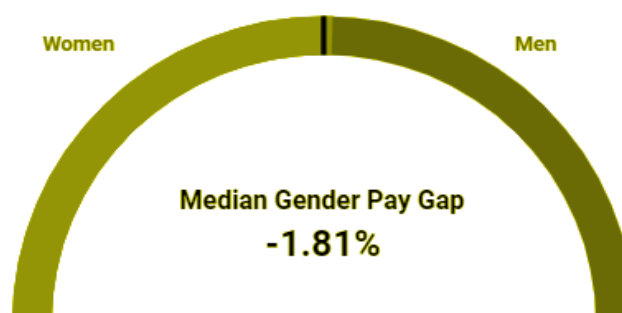
### Mean Gender Pay Gap

The mean (average) is calculated by adding up all of the hourly pay rates and dividing the result by the total number of colleagues. The mean for both male and female hourly rates are calculated and the difference is reported.



### Median Gender Pay Gap

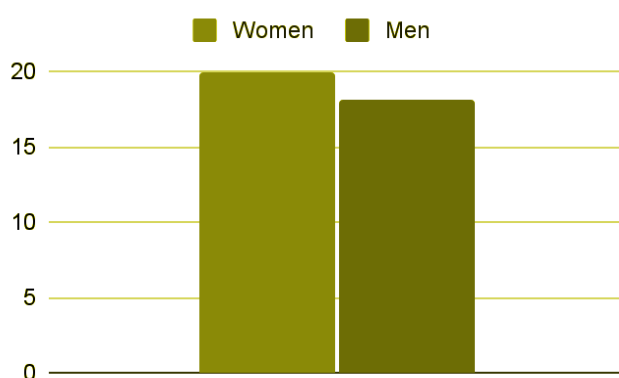
The median is calculated by listing all of the hourly pay rates in numerical order. The median is the middle amount. The median for both male and female hourly rates are calculated and the percentage difference is reported.





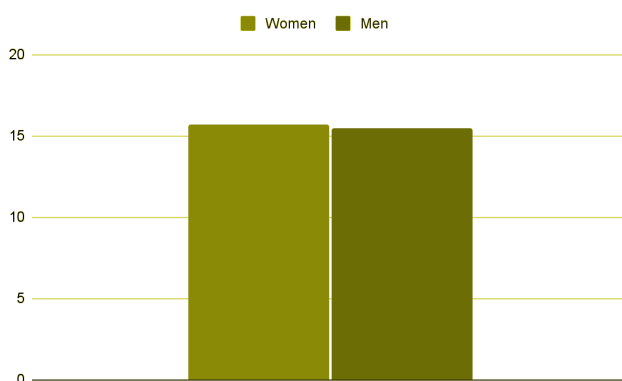
## Hourly pay gap

Mean (£)



When comparing mean (average) hourly pay, women's mean hourly pay is **9.74%** higher than men's.

Median (£)



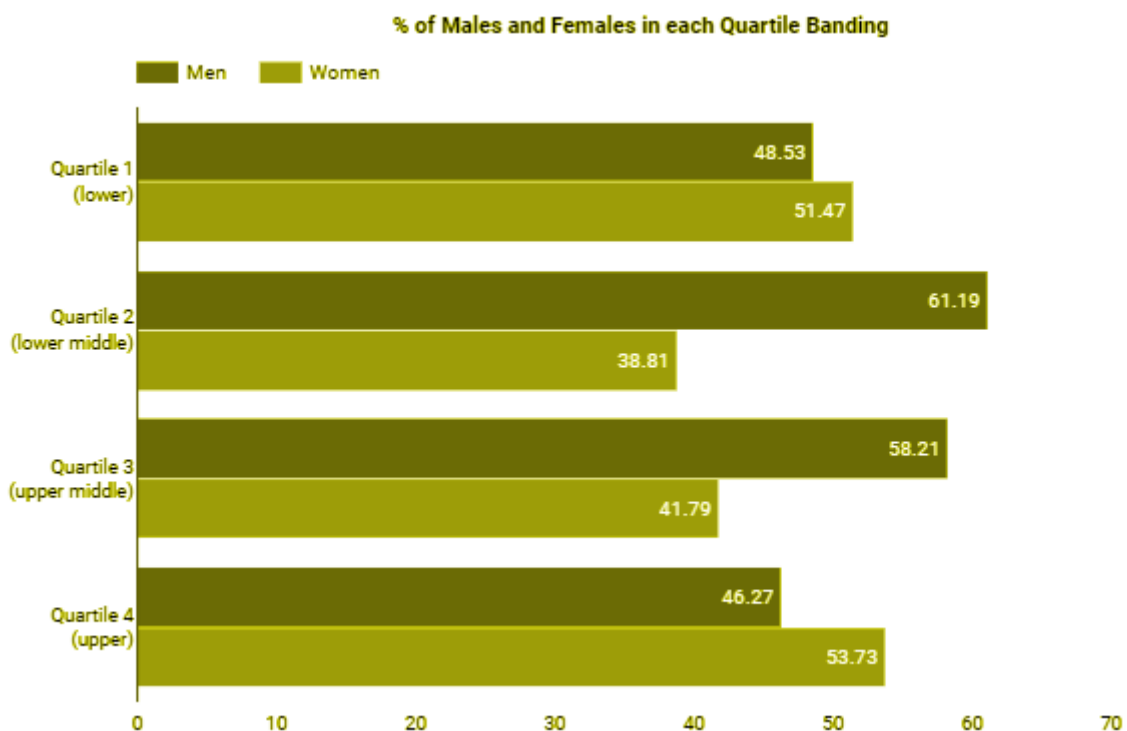
When comparing median (middle) hourly pay, women's median hourly pay is **1.81%** higher than men's.





## Our pay distribution

The distribution of men and women is shown in pay quartiles. These are calculated by splitting the workforce into four equal sized bands based on hourly pay from highest to lowest. This allows us to easily see the split of women and men at the highest paid and lowest paid ends.



## Bonus Pay Gap

Valleys to Coast does not pay bonuses and so there is no bonus pay gap for us to report on.







## About our gender pay gap

Our report reveals that as an organisation we have a negative gender pay gap i.e. on average women are paid more than men. Given the objective of gender pay gap reporting was to improve outcomes for women this is a positive position. As an organisation we benchmark favourably against the Office for National Statistics (ONS) figures for the economy as a whole which were 8.3% in April 2022 among full time employees. This position can be attributed to the following:

- We use independent benchmarking to inform our salaries
- We have a clear policy on reward
- We have a People & Remuneration Committee who provide good governance on salaries
- Our Chief Executive is female
- Our Executive Director Team composition is 50% female, 50% male
- We have females in a number of senior management roles including some which would stereotypically be filled by men – our Capital Works Manager and Sustainability Manager as some examples.

At Valleys to Coast we celebrate diversity and we have a strong representation of women including our Chief Executive, Executive Directors and senior managers. However, we know there is always more to be done and we will continue to look for opportunities to recruit females into some of our male dominated areas such as our repairs and maintenance services, for example through our apprenticeship schemes and by positively representing females in specific roles in our recruitment advertising. We will also review our lower middle and upper middle quartile roles, where there is predominantly male representation to ensure there are no barriers to opportunity.

