

Valleys to Coast

Gender Pay Gap Report 2023



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





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.** Valleys to Coast began reporting on our gender pay gap in April 2023 when we employed over 250 colleagues for the first time. The 2024 report is significant in that it is our first opportunity to monitor our progress on this important business metric.

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 providing 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 2023)

Gender Profile:

Total Males: 141 Total Females: 118

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.

0.7%

On average our pay rates for men are 0.7% higher than those for females

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.

9.25%

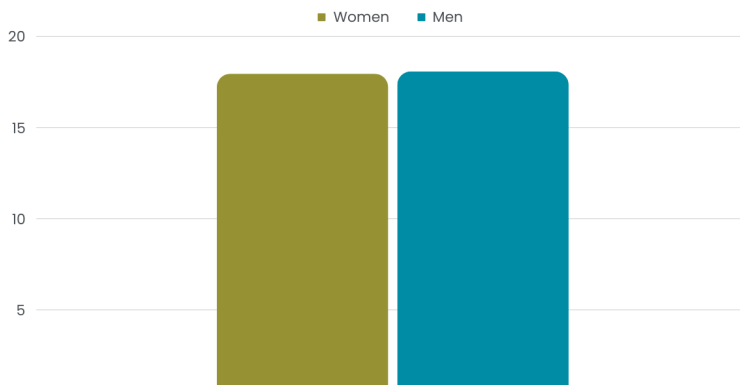
The median (or middle) pay rate for men is 9.25 % higher than that of females





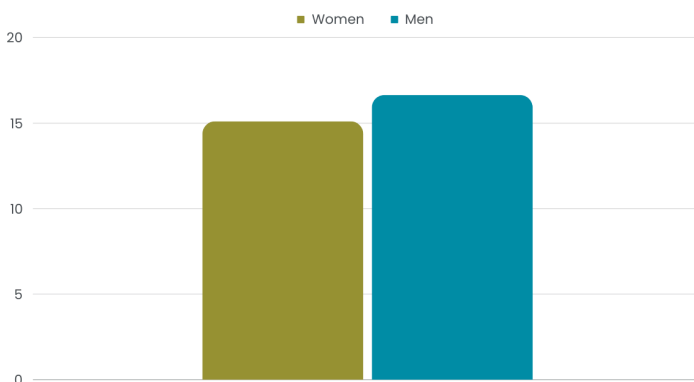
Hourly pay gap

Mean (£)



When comparing mean (average) hourly pay, men's mean hourly pay is **0.7%** higher than womens.

Median (£)



When comparing median (middle) hourly pay, men's median hourly pay is **9.25%** higher than womens.

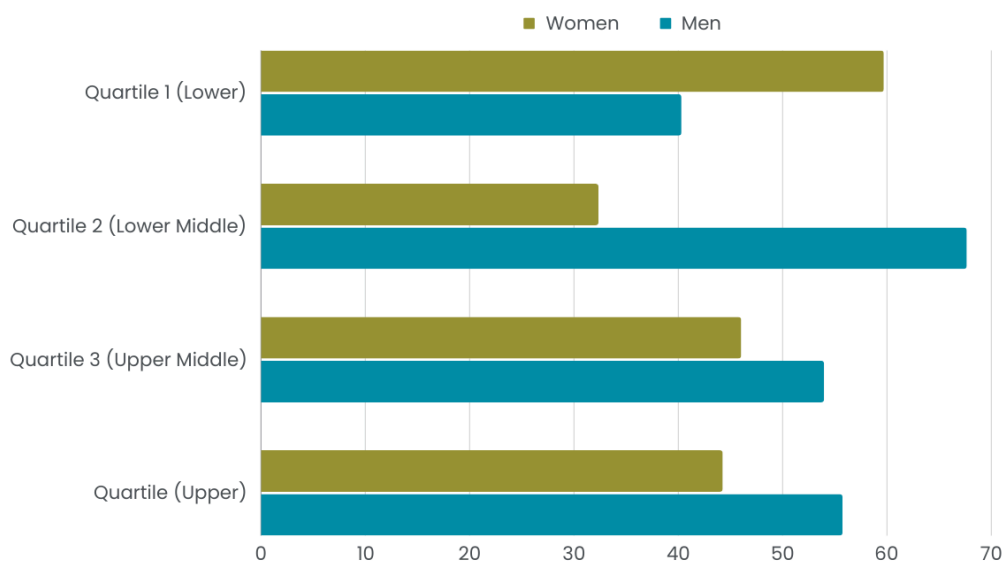




Our pay distribution

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.

% of males and females in each quartile



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

Comparison between 2023 and 2024 reports – Key Points to Note

Our mean gender pay gap is now 0.7% from the -9.74% in 2023 whilst the median moved from -1.81% last year to 9.25% in this report. In practice this means we have moved from having a negative gender pay gap (where on average women were paid more than men) to a small mean gender pay gap and a more significant movement in the median figure in favour of men.

While a move towards a more neutral mean figure supports our overall equality agenda in that ideally there is no bias towards males or females, the position will need to be kept under review so that the gap in favour of men does not widen further. This is even more important when considering the movement in the median figure which is generally regarded as a more accurate indicator.

Closer analysis of the pay quartiles provides an indicator of this overall shift in that in comparison to last year's report, there are now more females in the lower earnings quartile and fewer in the upper quartile.

The movement in the upper quartile is as a result of three female corporate directors leaving between the two snapshot dates of April 2022 and April 2023. While the new heads of service structure is now in place with a split of six females and four males and so likely to rebalance the position going forward, these salaries would not have been captured in the snapshot date used for the current report.

In terms of the increase in females in the lower quartile, this appears to have been driven by an increase in females in our administrative roles whose salaries fall into this quartile.

Moving forward

As an organisation we continue to benchmark positively against the Office for National Statistics (ONS) median figures for the economy as a whole which were 7.7% in April 2023 among full time employees and 14.3% across all 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 balanced between males and females
- We have females in a number of higher paid senior management roles with the Heads of Service Team split being six females and four males.

At Valleys to Coast we celebrate diversity and we have a strong representation of women in senior posts including our Chief Executive, Executive Directors and Heads of Service.

However, there is more to be done to ensure the current position does not continue to move in the wrong direction. To this end we have conducted a further gender gap reporting exercise to internally monitor our direction of travel and were pleased to see that as of February 2024 our median gender gap was zero.

Despite this positive movement, we recognise that we need to understand our lower pay quartiles more fully and ensure there are progression pathways and opportunities to progress out of these lower paid roles. To this end, in 2023 we began offering an Aspiring Manager programme and will continue to build on this in 2024. We will look further at how career progression discussions become part of day to day conversations between leaders and their teams and ensure equality of pay and opportunity is at the forefront of our thinking.

