

Gender Pay Gap Report 2025

Valleys to Coast Group





About gender pay gap reporting

The 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.

With our move to a group structure and the creation of our repairs and maintenance subsidiary Llanw, we are no longer obliged to produce a Gender Pay Gap report as neither company reaches the 250 colleague threshold. However, to demonstrate our commitment to Equality, Diversity & Inclusion (EDI) we will be reporting voluntarily for the group as it allows us to track this important business metric and measure our progress in driving equality.





Cymoedd i'r Arfordir
Valleys to Coast

About us

We are a not-for-profit organisation, registered with charitable status, providing over 6100 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 2024)

Gender Profile:

Total Males: 148 Total Females: 115

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.

-0.97%

On average our pay rates for men are -0.97% lower 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.

0%

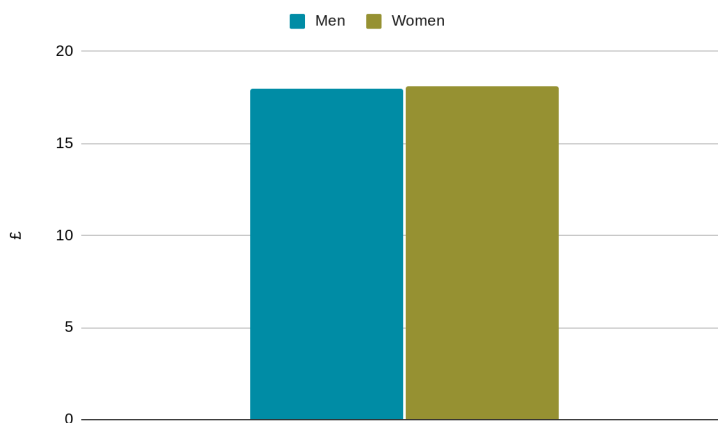
The median (or middle) pay rate for men is 0 % different than that of females





Hourly pay gap

Mean (£)



When comparing mean (average) hourly pay, men's mean hourly pay is **0.97%** lower than women's.

Median (£)



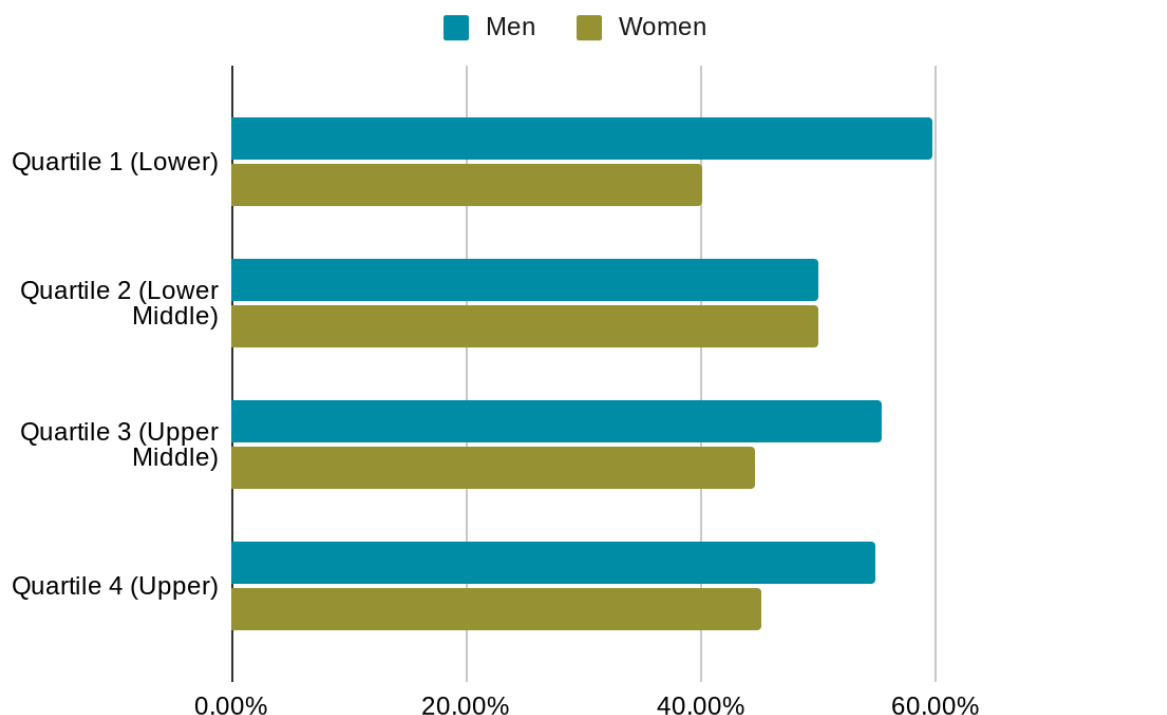
When comparing median (middle) hourly pay, men's median hourly pay is **0%** different from women's.





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

Comparison between 2024 and 2025 reports – Key Points to Note

Our mean gender pay gap is now -0.97%, moving from 0.7% in 2024. The median figure moved from 9.25% last year to 0% in this report. In practice this means we have moved from having a marginal gender pay gap, where on average men were paid more than women, to a marginal mean gender pay gap in favour of women and a moving from material gap in the median pay which favoured men to the removal of the median pay gap completely. This is a positive and improving position, particularly when the median measurement is generally regarded as a more accurate indicator.

An analysis of the pay quartiles also demonstrates a broadly improving position for women as on the report date there were fewer women than men in the lower quartile. This is a significant shift from the 2024 report, where 60% of the lower pay quartile comprised women.

The lower middle quartile also highlights a healthy position with an exact 50/50 split between men and women.

The upper quartile has remained fairly static from last year's figures with a slightly less favourable position for females with 45% of the upper quartile comprising women. This position is likely to further improve with three out of five new director roles being taken up by women with the two most recent head of service appointments also being female.

Moving forward

As an organisation we continue to benchmark extremely positively against the Office for National Statistics (ONS) median figures for the economy as a whole which were 7% in April 2024 among full time employees and 13.1% 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 and remuneration





- We have a People & Remuneration Committee who provide good governance on salaries
- Our Chief Executive is female
- Our Executive Director Team composition is reasonably balanced between males and females
- We have females in a number of higher paid management roles including the Heads of Service Team which at the time of writing comprises more women than men.

At Valleys to Coast we celebrate diversity and we have a strong representation of women in senior posts including our Chief Executive, Executive Directors, Directors and Heads of Service. However, there is more to be done to ensure the current position does not move in the wrong direction. As an organisation we need to understand our pay quartiles more fully and ensure there are progression pathways and opportunities to progress through our pay grades. As we enter a growth phase and begin a journey of more rigorous workforce planning, providing equity of opportunity will need to be at the forefront of our thinking.

