



Gender Pay Gap Report 2026

Valleys to Coast Group





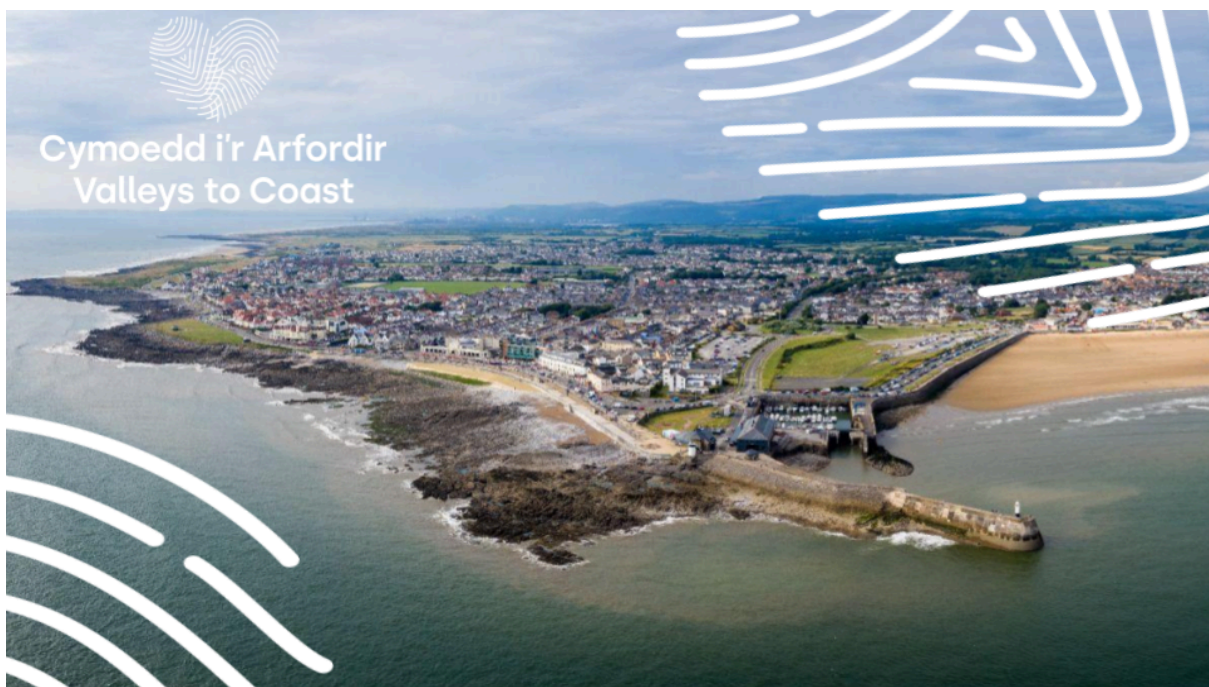
Cymoedd i'r Arfordir
Valleys to Coast

About us

Valleys to Coast is a housing association rooted in communities and building for the future. We provide homes, invest in places and deliver services that help people feel safe, supported and proud of where they live. Our role goes beyond providing housing. We help create the conditions for people, families and communities to move forward with confidence and opportunity.

Through our group structure we bring together development, maintenance and long-term responsibility - working together to provide homes and support communities for generations. As a matured company, we are ready to start a new chapter of growth but we will always remain rooted in Bridgend, with a strong social purpose, and a shared responsibility.

**One group. One purpose.
Shared responsibility.**





Our Strategic Commitment to Pay Equality

While Equal Pay ensures men and women receive the same rates for equivalent work, the Gender Pay Gap (GPG) is a strategic metric that tracks the difference in average hourly pay across all roles and levels.

Though our structural changes mean we are no longer legally mandated to report, Valleys to Coast chooses to report voluntarily. This demonstrates our unwavering commitment to Equality, Diversity & Inclusion (EDI) and allows us to track this important business metric and measure our progress in driving equality.





Our gender pay gap statistics (Snapshot Date 5th April 2025)

Gender Profile:

Total Males: 180 Total Females: 132

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.

-0.01%

On average our pay rates for men are 0.01% 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.

-0.01%

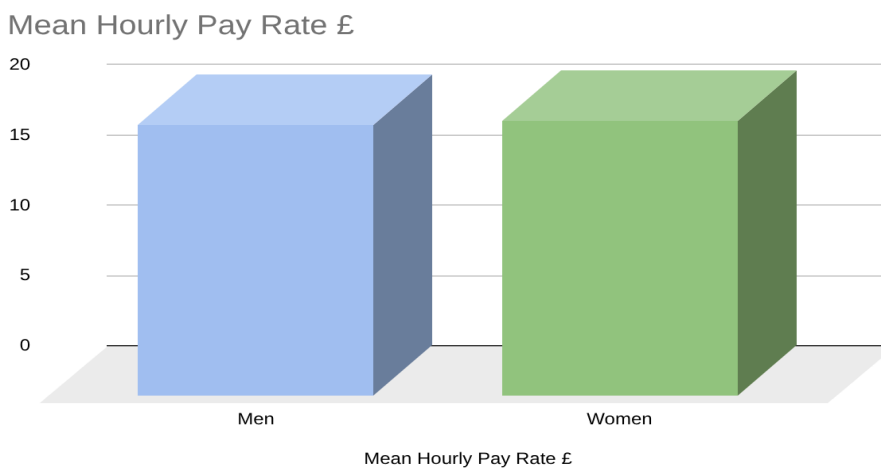
The median (or middle) pay rate for men is 0.01% lower than that of women





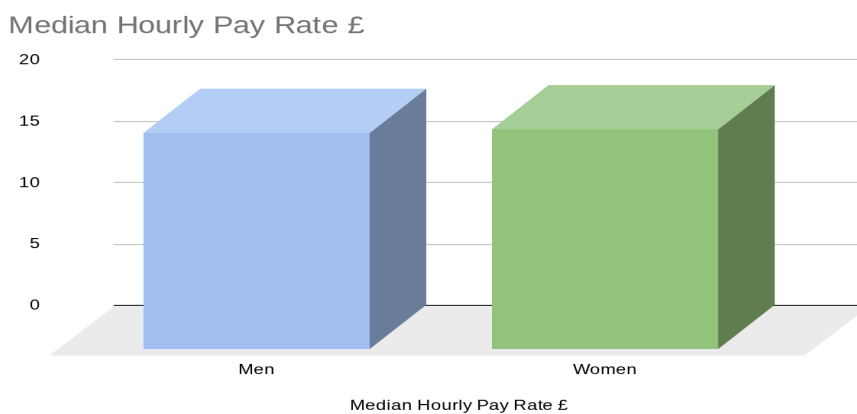
Hourly pay gap

Mean (£)



When comparing mean (average) hourly pay, men's mean hourly pay is **0.01%** lower than women's.

Median (£)



When comparing median (middle) hourly pay, men's median hourly pay is **0.01%** lower than women's.

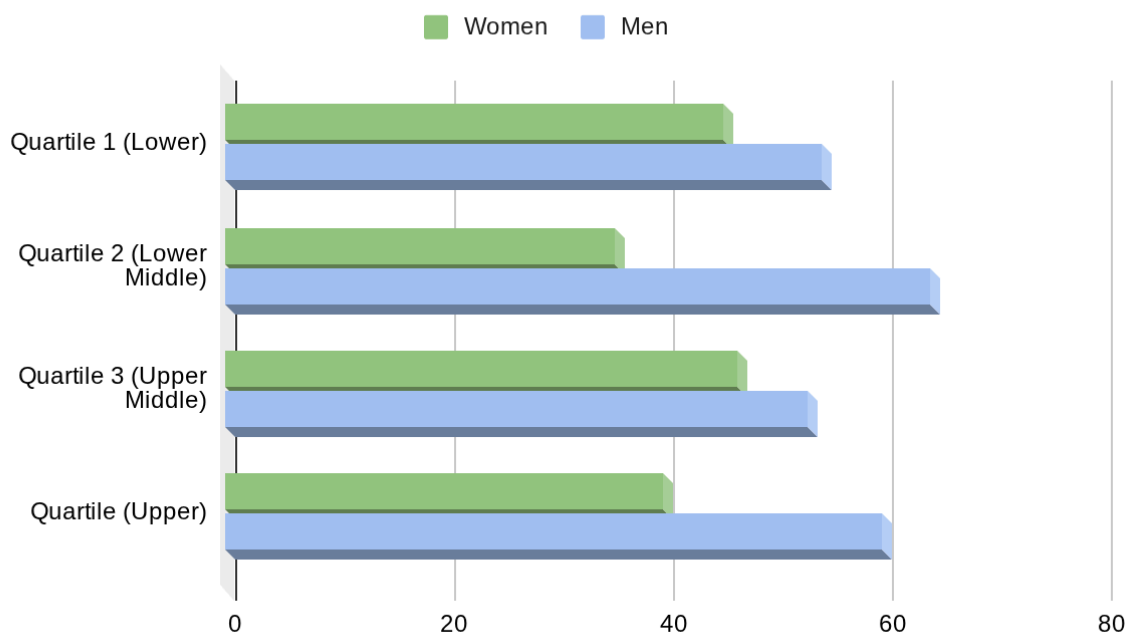




Our pay distribution

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.

% of Men and Women 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

Mean and median trends

Our mean gender pay gap is now -0.01% , improving slightly from 0.97% in the previous year, and 0.7% in 2024. In practice this means we have moved to having a slight negative gender pay gap where on average women were paid marginally more than men on the snapshot date.

The median figure has shifted marginally to -0.01% from 0% last year and significantly improved from 9.25% the year prior. This is a positive and stable position with only minimal movement from last year. It also benchmarks favourably against the Office of National Statistics (ONS) median figure for the economy as a whole which was 6.9% in April 2025.

An analysis of pay quartiles

An analysis of the pay quartiles highlights the following:

- There are more men than women in the lower and lower middle pay quartiles. This is an improving position with 60% of women in the lower quartile in 2024.
- There are more men than women in the upper and upper middle quartiles, in keeping with outcomes reported by the ONS who highlight that the gender pay gap is larger among higher paid employees. This will need to be kept under review as the gender pay gap in the upper quartile has increased since reporting began in 2023 when the upper quartile comprised around 54% of women. Since that first report, the percentage of women in the upper quartile has declined slightly year on year to 40% in this current report.

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 6.9% in April 2025. This position can be attributed to the following:





- We use independent benchmarking to inform our salaries;
- We have a Reward and Remuneration Policy which promotes fairness and consistency;
- We have a Remuneration Committee who provide good governance on salaries;
- Our Chief Executive is female;
- Our Executive Team composition is reasonably balanced between men and women;
- Our Director Team composition is reasonably balanced between men and women;
- We have females in a number of senior management roles including some which would stereotypically be filled by men - our Head of Projects & Commercial and Director of Assets & Sustainability as some examples.

At Valleys to Coast we celebrate diversity and we have a strong representation of women in senior posts including our Chair of the Board, Chief Executive, Executive Directors, Directors and Heads of Service. However, we need to continue our efforts to maintain a favourable position with our mean and median gender pay gap and look to increase the number of women in our upper pay quartile. As an organisation we need to understand the barriers for women and look at ways of proactively breaking these down.

