



Our Gender Pay Gap Report 2021

This is the fifth year we have reported on our gender pay gap. We have Great People at Broadacres and are passionate about ensuring we are a fair, equitable and inclusive employer. We are committed to recruiting the best people, irrespective of gender, ethnicity or background.

Pay gap

We are striving to improve our gender pay gap and it is positive to see the mean average pay gap reduce for a third successive year, but there is more work to be done. The mean gap has reduced to 12.6% from 12.76% and the median has reduced to 21.2% from 21.66%

	Mean		Median	
	2020	2021	2020	2021
Pay Gap	12.76%	12.6%	21.66%	21.2%

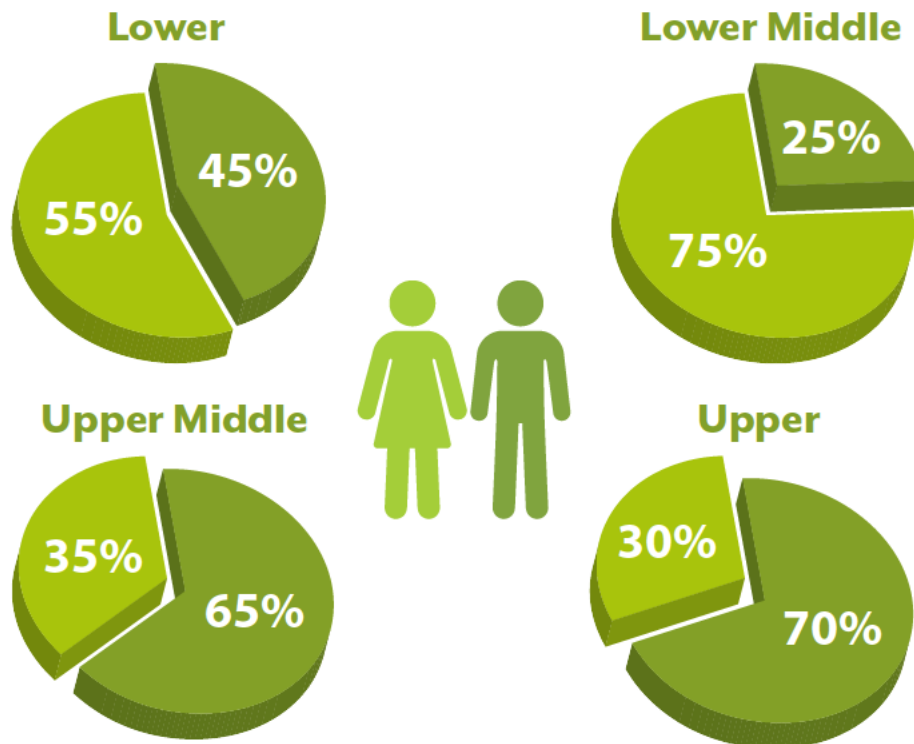
Bonus Gap

Broadacres does not operate a bonus scheme; however the definition of bonus includes Christmas vouchers and long service awards. Both of these are awarded on the same basis for females and males and any difference is due to who reached a length of service milestone in this year.

	Mean		Median	
	2020	2021	2020	2021
Bonus Pay Gap	-67.74%	-40%	-3.75%	0%

Gender distribution by quartiles

The split of females to males in each quartile is shown below. This shows that we have more men in the higher paid quartile and more women in the lower paid quartile.



Why is this?

Property services/construction roles tend to be male dominated and paid more than care, catering and support roles which tend to be more female dominated and are paid less.

What are we doing about this?

The Board have adopted an action plan across four areas; **pay, progression, recruitment** and **flexibility** which is designed to reduce the gender pay gap. The target is to have an equal distribution of men and women across each quartile. Although we would want this to change quickly, we are realistic that it will take time.

Gail Teasdale
CEO, Broadacres Housing Association
November 2021