

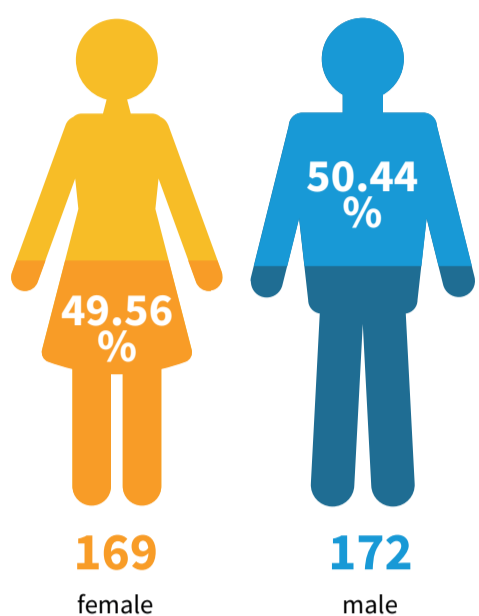
2021

# Gender Pay Gap

We are committed to ensuring we are an inclusive and diverse employer.

This is Eastlight Community Homes' first Gender Pay Gap report. It provides a baseline for future analysis. It is based on data as of 5 April 2021, nine months after Eastlight was formed through merger. Employers with more than 250 staff are required by law to publish these figures annually.

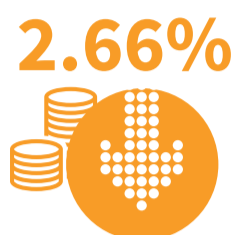
## What is the gender balance in the Eastlight workforce?



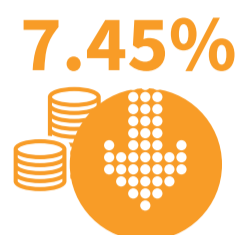
341  
Total workforce

## What is the gender pay gap at Eastlight?

The **gender pay gap** is the percentage difference between the average pay of men and women across the whole workforce.



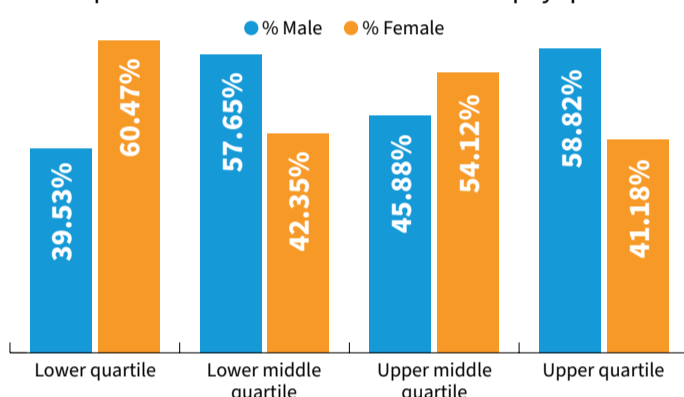
**Median**  
Women earn **2.66% less** than men  
UK average (2020): **15.5%**



**Mean**  
Women earn **7.45% less** than men  
UK average (2020): **7.4%**

### Gender distribution in pay quartiles

Proportion of men and women in each pay quartile



## Why the difference?



Women **under-represented** in senior jobs



Fewer women in higher paid jobs



We have **more men than women** in our skilled repairs teams

## Gender bonus gap

Reflects the **gender representation** in the business areas receiving a bonus.



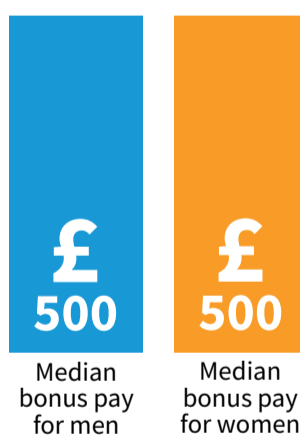
2.29%  
Women (4)



4.52%  
Men (8)

12 people received a formal bonus

The median bonus gender pay gap is **0%**



## Why the difference?



In the **predominately male ICT team**, we paid an annual bonus to individuals who **supported the critical systems** integration during our merger.



We are developing principles for an **equitable and transparent pay and reward structure** for all areas of the business, removing the need for ad hoc bonus payments in the future.

## How we're closing the pay gap...

Development opportunities available for women

Advertising to diverse groups so that we can attract a wider range of candidates

Offer more flexible options such as agile working and part-time hours for men and women

Developing reward and recognition principles that are fair and equitable for all our people