

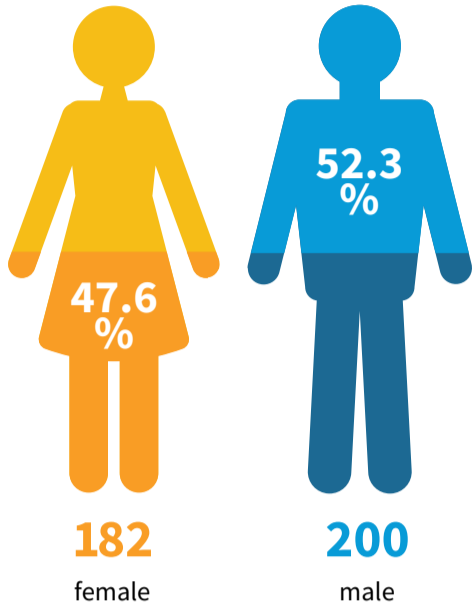
2022

# Gender Pay Gap

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

This is Eastlight Community Homes' second Gender Pay Gap report. It provides a baseline for future analysis. It is based on data as at 5 April 2022. Employers with more than 250 staff are required by law to publish these figures annually.

## What is the gender balance in the Eastlight workforce included in this report?



**382**  
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 workforce.

**3.06%**



**Median**  
Women earn **3.06% more** than men in Eastlight  
UK Average 2021 – men earn **7.04% more** than women

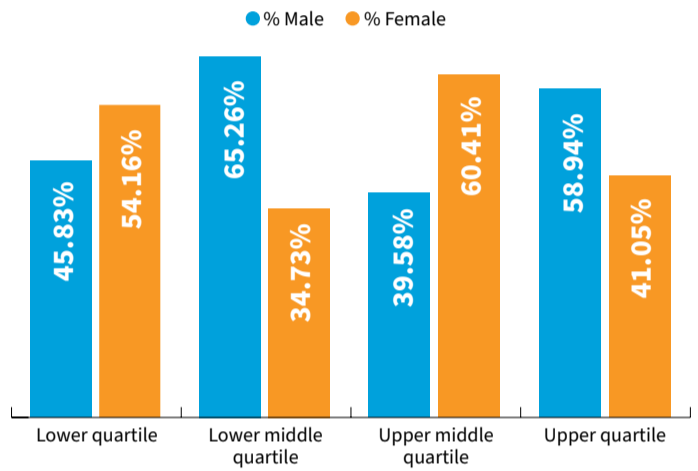
**0.96%**



**Mean**  
Women earn **0.96% less** than men in Eastlight  
UK average 2021 – men earn **15.4% more** than women

### Gender distribution in pay quartiles

Proportion of men and women in each pay quartile



## Why the difference?



Women are **under-represented** in our upper pay quartile



Men are **under-represented** in our upper middle pay quartile



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

## Gender bonus gap

The mean bonus pay is £584.74 for males and £267.19 for females, the resulting Mean Bonus Gender Pay Gap for 2022 is **54.30%**



**78.02%**  
Women (142)  
Average bonus pay £267.19



**77.50%**  
Men (155)  
Average bonus pay £584.74

**297** people received a formal bonus

The bonus was paid at a ratio of 16 (men) :14 (women)

The median bonus value is £250 for males and £250 for females, the resulting Median Bonus Gender Pay Gap for 2022 is therefore is **0%**



Median bonus pay for men

Median bonus pay for women

## Why the difference in the mean gender bonus pay gap?



In the **predominately male repairs and maintenance team**, retention payments were paid based on a percentage of salary.

## 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