



# Broadacres

Our Gender Pay Gap Report

**2024**



[www.broadacres.org.uk](http://www.broadacres.org.uk)

## Guidance

The gender pay gap refers to the actual (£) and percentage (%) difference between the average hourly pay of men and women. It is calculated based on a 'snapshot' of all employees on a specific date.

Broadacres uses the statutory guidance to calculate the gender pay gap.

This year's gender pay gap figures are based on employees at Broadacres on 5th April 2024.

Pay gap figures are calculated based on gross hourly pay, including any allowances or supplements paid such as stand-by or on-call supplements.

## What is the difference between equal pay and gender pay?

Equal pay refers to the requirement that men and women performing work of equal value in an organisation must receive equal pay for that work.

The gender pay gap is the difference between the average pay of all men compared to the average pay of all women in an organisation.

Any gender pay gap measure is shown as a percentage of male earnings and so if there was a negative pay gap, this would mean women's average hourly earnings are more than mens.

# Our Gender Pay Gap

The gender pay gap shows the mean hourly pay of women at Broadacres is 15.6% lower than the mean hourly pay of men; and the median hourly pay of women is 21.2% lower than the median hourly pay of men.

The gender pay gap is driven by the uneven distribution of men and women across the organisation's pay grades. For example, 70% of Broadacres colleagues in the upper pay quartile are men compared to the overall workforce where men make up 52% of colleagues.

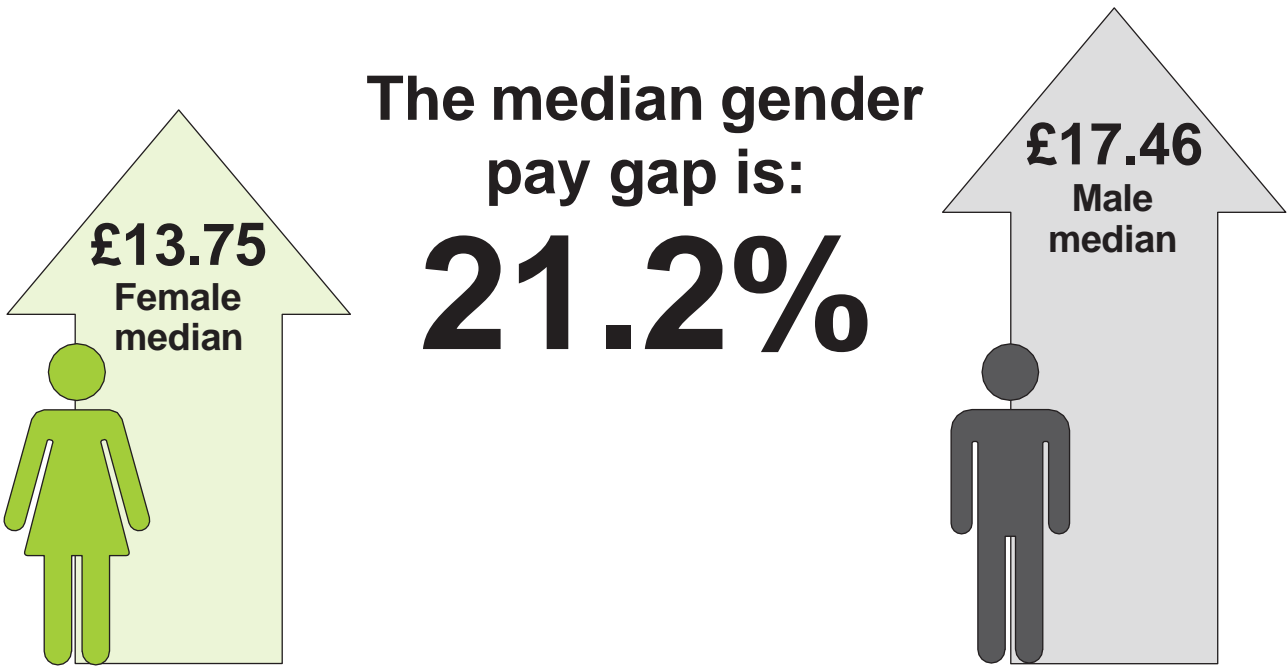
On 5th April 2024 Broadacres employed 437 permanent or fixed term employees:



The mean hourly pay for men is £3.03 more than for women.

Our median gender pay gap of 21.2% compared to a pay gap of 21.3% in the previous year.

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.

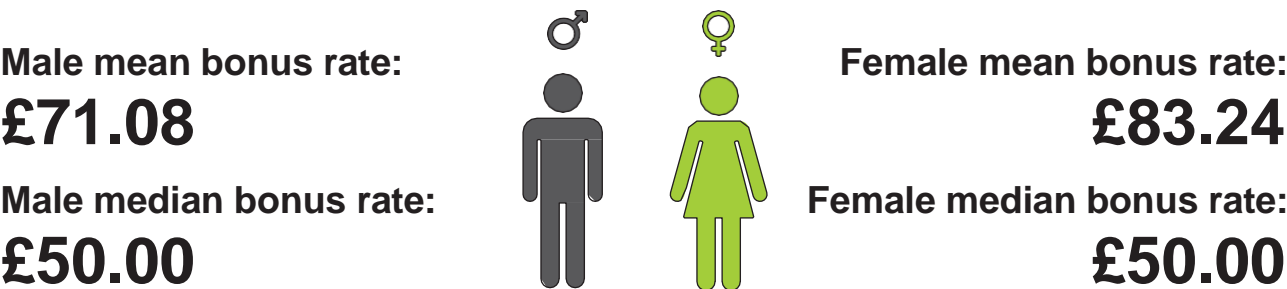


The median hourly pay for men is £3.71 more than for women.

### Bonus Gap

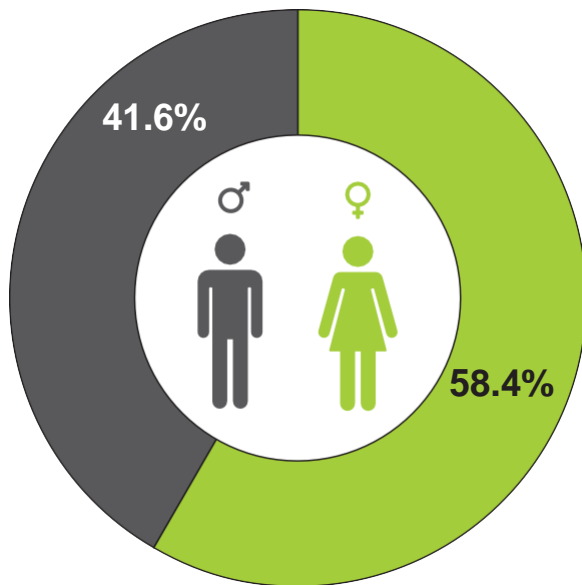
Broadacres does not operate a bonus scheme; however, the definition of bonus includes Christmas vouchers and long service awards. Both of these are awarded on the same basis for females and males and any difference is due to who reached a length of service milestone in this year.

The mean bonus gender pay gap is -17%  
The median bonus gender pay gap is 0%

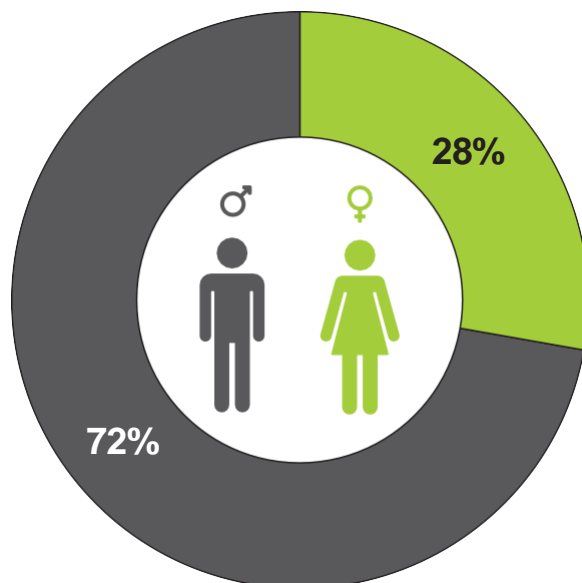
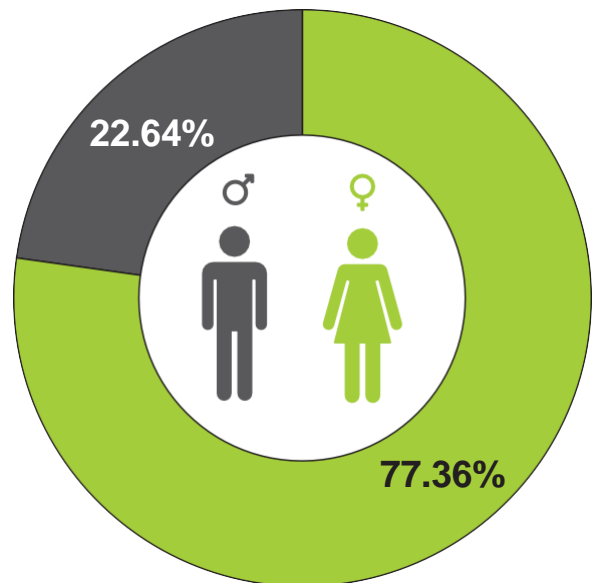


# Quartiles

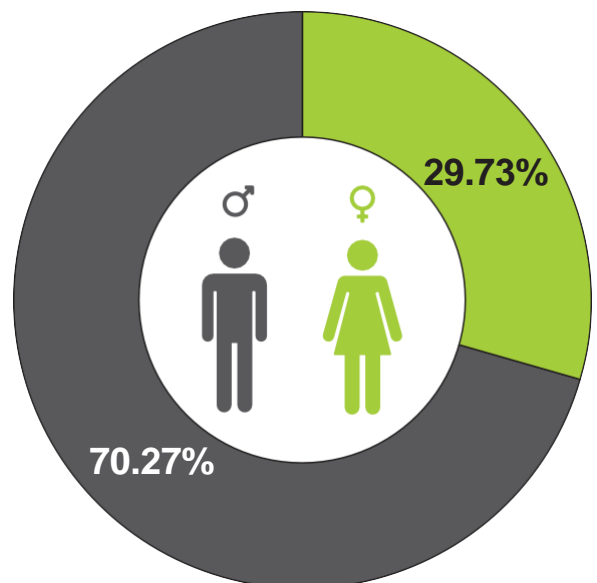
Lower quartile



Lower middle quartile



Upper middle quartile



Upper quartile

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