



Broadacres

Our Gender Pay Gap Report 2025/26



www.broadacres.org.uk

About Broadacres

Broadacres is a not-for-profit housing association based in Northallerton, and we manage around 7,000 homes in North Yorkshire and nearby areas. Our vision is: **to be the best rural housing association in the country.**

We provide a range of services to make sure our customers feel proud to live in a Broadacres home—whether that's fixing repairs quickly or supporting people who need extra help.

We also care deeply about our colleagues. We want everyone who works here to feel comfortable, respected, and treated fairly. That's why we take the gender pay gap seriously and are committed to creating a workplace that is fair, inclusive, and a great place to work.

To achieve our vision, we need the right people with the right skills, people who share our values of **passion, respect, and empathy**. We want our colleagues to feel motivated and valued and fairness and equality are at the heart of this.

This includes making sure people doing the same job are paid equally, no matter their gender or any other protected characteristic.

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 2025.

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 Gender Pay Gap?

The gender pay gap is the difference between the average hourly pay of men and women in an organisation. It's not about equal pay for the same job, that's already a legal requirement. Instead, it looks at overall pay across all roles.

In the UK, companies with more than 250 employees must report their gender pay gap. This report uses government-set calculations to show the difference between the mean (average) and median (middle point) pay for men and women at Broadacres.

Even if men and women are paid equally for the same job, the overall gap can still exist because of how roles are spread across the organisation.

Equal Pay vs Gender Pay

Equal pay means men and women are paid the same for the same job or work of equal value. At Broadacres, our pay structure is designed to make sure this happens.

Gender pay looks at the overall differences in pay between men and women across the organisation. It's shown as a percentage of men's earnings.

This means we can follow equal pay laws and still have a gender pay gap.

Our Gender Pay Gap

On 5th April 2025, Broadacres employed **411** permanent or fixed term employees:



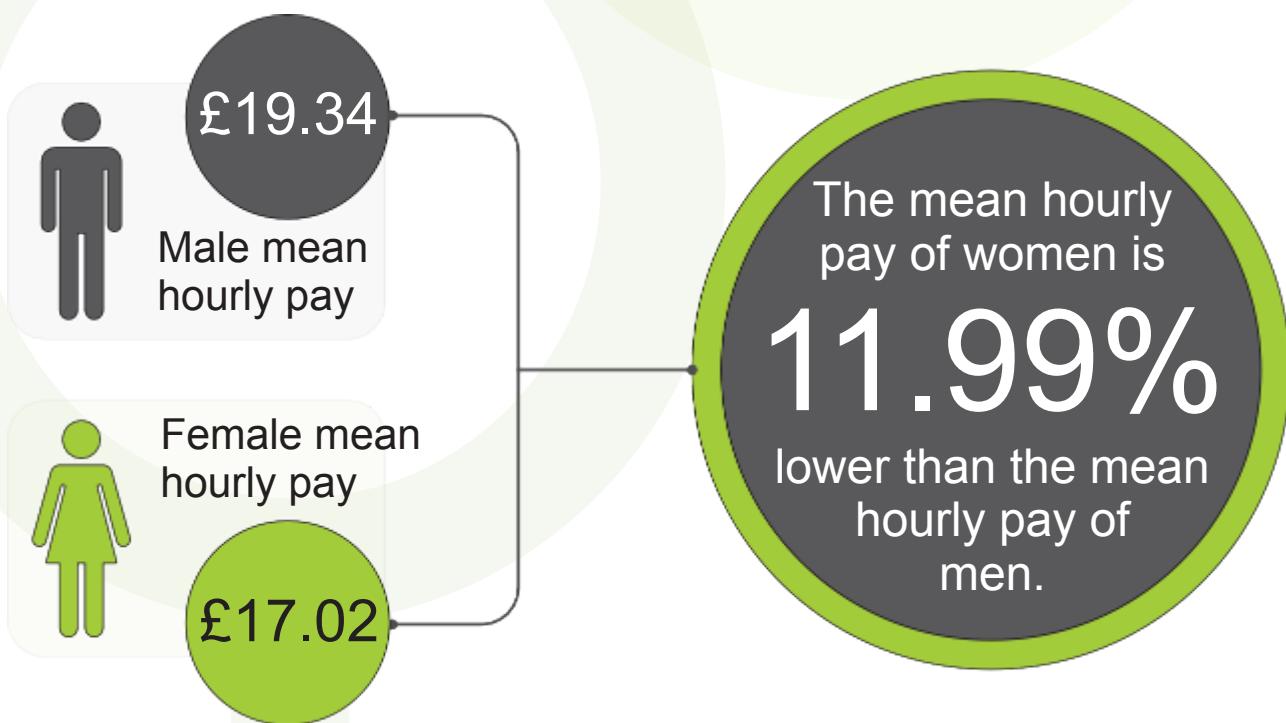
In 2025, our gender pay gap is **11.9%**, down from **15.6% in 2024**. This shows we're making progress, but we're still above the national average.

It's great to see more women in senior roles. Female representation in the upper and upper-middle quartiles has grown by **2%** since last year. At the same time, the lowest quartile is getting closer to equal numbers of men and women, which is a positive sign for entry-level roles.

However, the lower-middle quartile, where many care and admin jobs sit, is still mostly female, at **73%**. While male representation here has improved by **4%**, we need to do more to balance things out. These roles, like Admin Assistants and Support Workers, have traditionally been female-dominated.

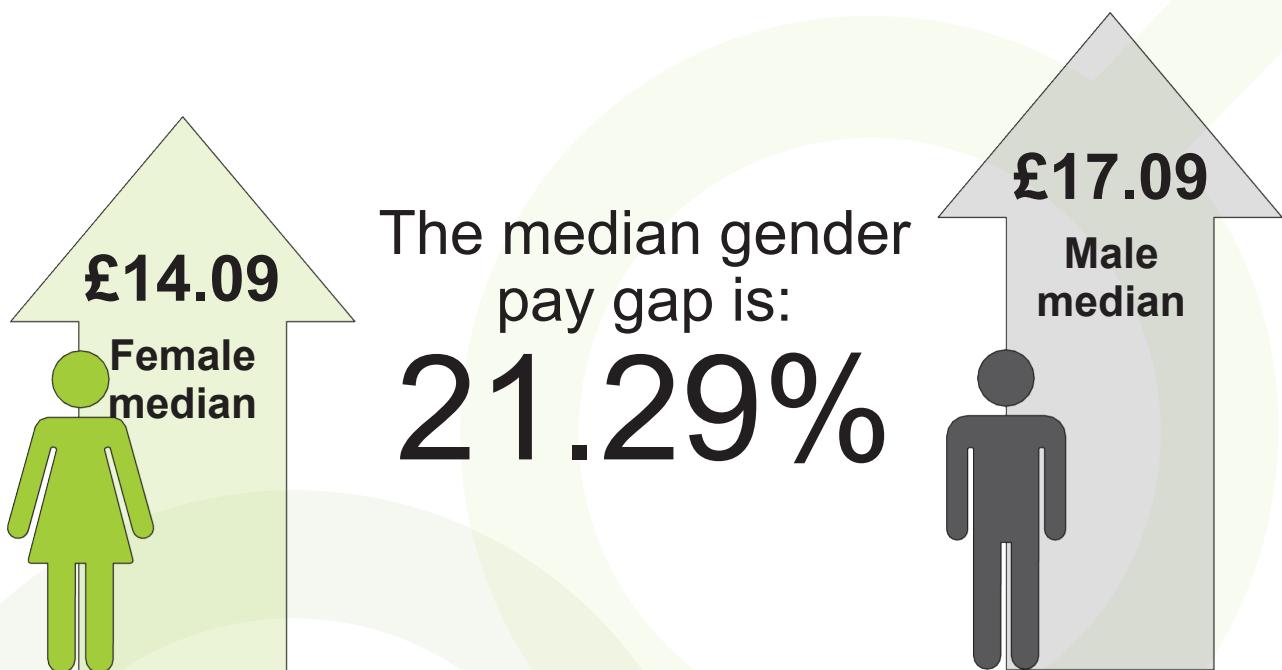
Mean pay gap:

We calculate this by adding up all women's hourly pay rates and dividing by the number of women, then doing the same for men. The difference is the mean gender pay gap.



Median pay gap:

This is the middle point when all pay rates are ranked from highest to lowest for men and women separately. The difference between these two middle points is the median gender pay gap.



The median hourly pay for men is **£3.81** more than for women.

Bonus Gap

The only bonus payments applicable at Broadacres are the long service awards and Christmas Bonus. The difference in this is due to when anniversary of start date falls for individuals, however typically women have a longer average length of service as reflected in the higher average bonus level.



Male mean bonus rate:
£71.08

Male median bonus rate:
£50.00



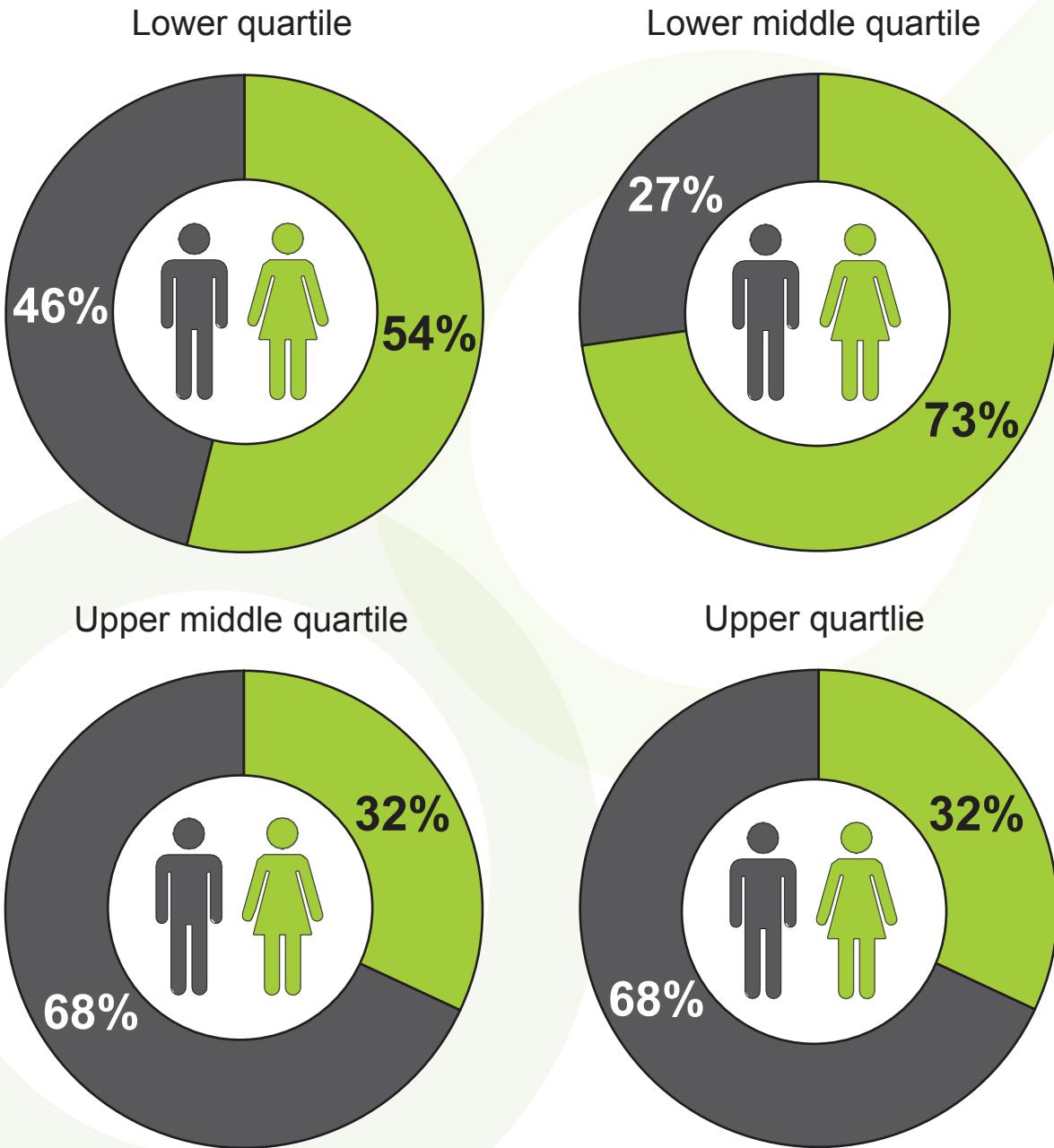
Female mean bonus rate:
£83.24

Female median bonus rate:
£50.00

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

Quartiles:

We also group pay into four equal quartiles to see how men and women are spread across pay levels.



These results highlight the imbalance between men and women at the upper middle to upper quartile.

We recognise that many women face challenges before reaching these levels, such as childcare responsibilities, maternity leave, and gaps in career progression. These can affect confidence and limit opportunities. To tackle this, we're prioritising leadership development and flexible working options.

What does this mean for Broadacres?

We want to be fair and inclusive, and gender pay reporting helps us track progress.

Both our mean and median pay gaps are narrowing, thanks to actions like:

- **Apprenticeships:** Our apprenticeship programme is bringing more women into roles that have traditionally been male-dominated, currently, **44%** of trade apprenticeships at Broadacres are held by women.
- **Recruitment:** Bringing recruitment in-house helps us track applicant data and improve diversity.
- **Progression:** We're focused on helping women feel confident to apply for management and leadership roles by prioritising leadership development and flexible working options.
- **Working practices:** We've introduced enhanced maternity pay and will review its impact in 2026.

While our gender pay gap has reduced, we know that we can continue to improve our recruitment, retention, flexible working, and technology to reduce gender imbalances wherever they exist.

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