

Bromford.

Gender pay gap report

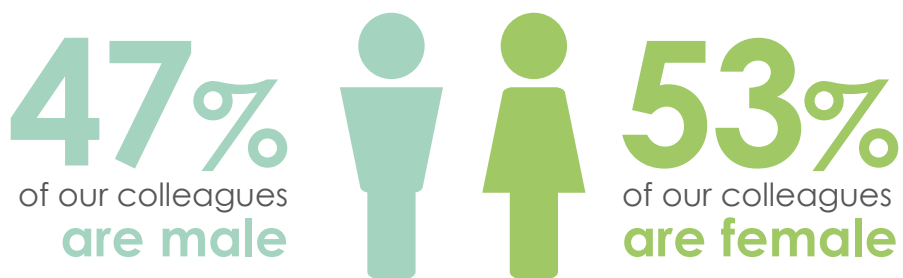
April 2017



Gender pay gap report

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Here at Bromford



our average gender pay gap is

7.1%

compared to the UK average in 2016

9.4%

Here we set out more detail of our gender pay gap and bonus pay gap along with the number of male and female colleagues in each quartile of our pay ranges. Then we explain what we think the reasons are for the differences.

Hourly rates of pay

By law, we are required to publish data regarding our mean and median gender pay gap information. The mean is our average pay. This is calculated by adding up all our salaries and dividing by the number of colleagues. The median is the middle value in our pay. This value is calculated by organising all of our salaries in order and picking the middle number.

Our **mean** gender pay gap is

7.1%



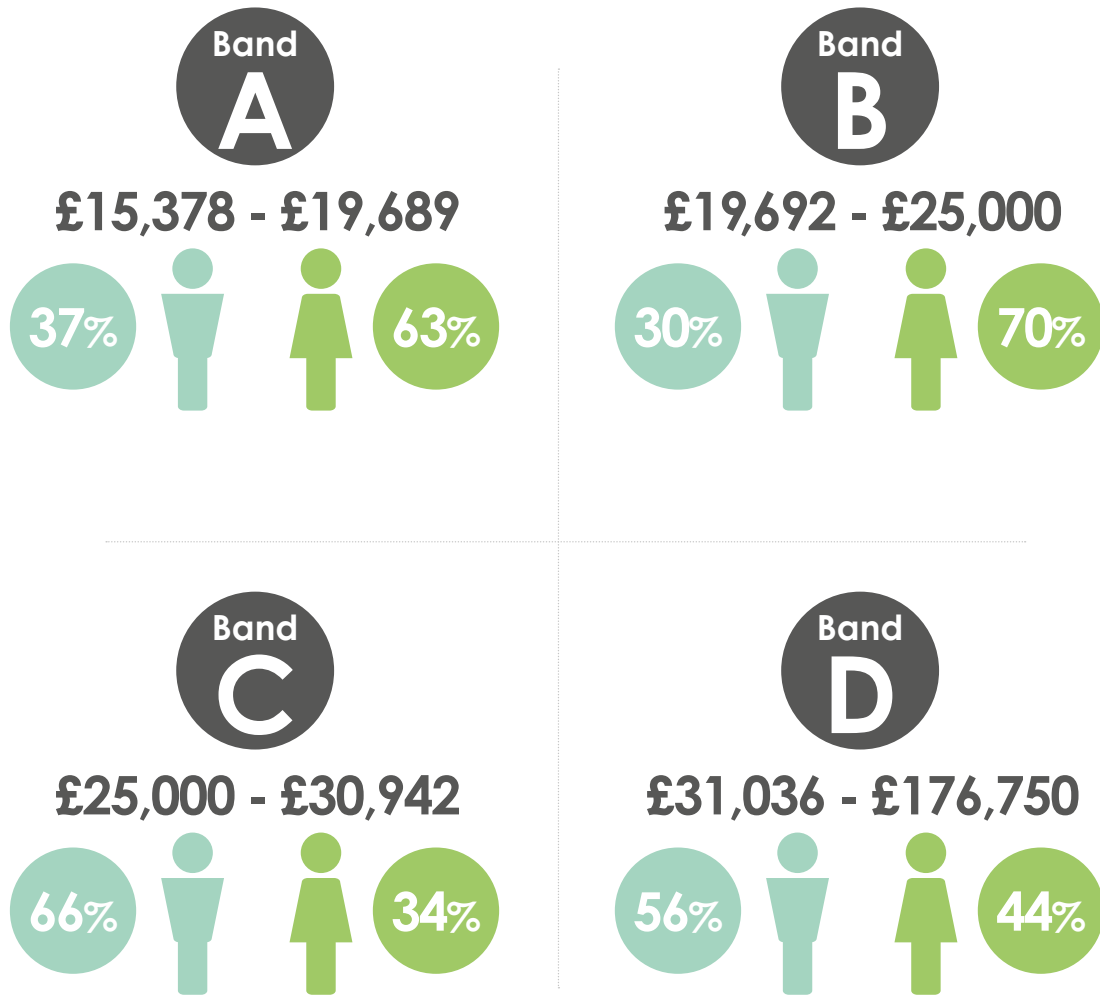
Our **median** gender pay gap is

11.4%



Pay bands

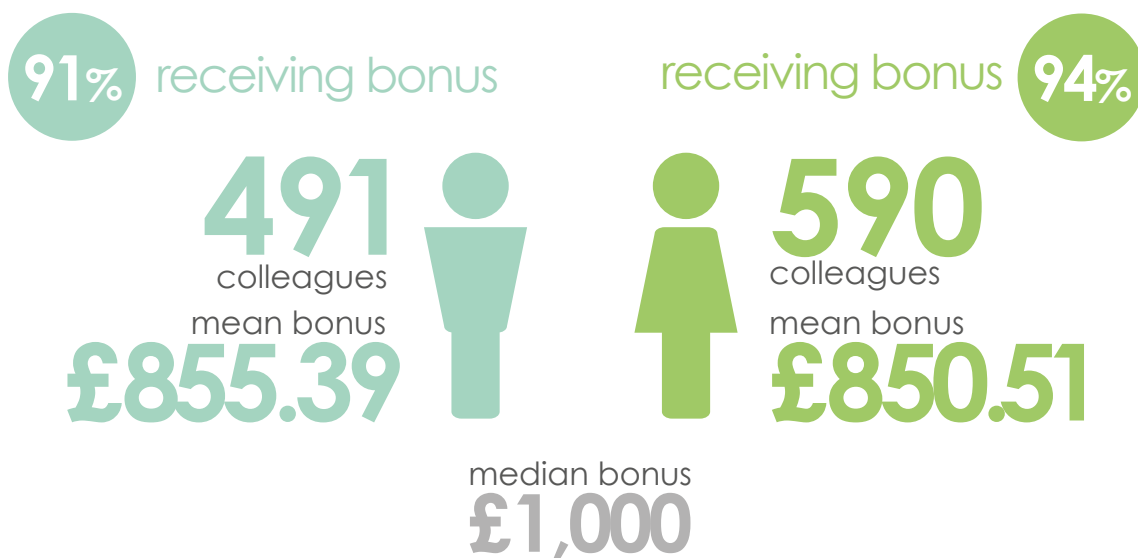
Below is the summary split of where men and women sit in terms of the **quartile pay bands**. We listed the salary of every colleague in order and split the list into four equal parts to give us our quartiles A, B, C and D.



The above table shows that there is higher proportion of women in Bands A and B, whereas Bands C and D have a higher percentage of men.

Bonus

Here are the number of men and women eligible for bonus, as a percentage of the total headcount.



Every eligible colleague was paid a flat rate bonus of £1000 based on our overall performance in customer satisfaction and financial results. This was paid pro rata for part time colleagues and new starters (less than 12 months). Of our part-time colleagues who were eligible for bonus, 21% are female compared to only 3% male. Bonus data also includes one male colleague and one female colleague who earned commission.

More about our data

- Pay data comes from our April 2017 payroll
- Bonus data is based on bonus payments for the 12 months previous to 05 April 2017.
- Full pay equivalent colleagues are colleagues who are NOT on reduced pay due to sick or maternity leave.

More about Bromford and our gender pay gap

Bromford's approach to valuing equality and diversity supports our core purpose of inspiring people to be their best.

We're big believers in treating people on merit so whatever their background, gender or circumstances, we treat everyone fairly and work with them to help them achieve their potential. And that's not just our approach during employment but at the recruitment stage too.

What are the factors affecting some of the pay difference?

We know the majority of colleagues who return from a career break choose to come back on part-time hours. At Bromford 26% of women are part-time compared to 7% of men.

We also know our roles in repairs and maintenance trades have historically been more male dominated and these roles also tend to do more variable hours or overtime which therefore has an impact on the hourly rate. 12% of male and 5% of female colleagues earn additional payments for overtime, standby and callouts.

Changes to our business focus mean we're bringing more trade services in-house, as well as more construction and development roles, all of which have traditionally tended to have mainly full-time male colleagues. However the female colleagues working in our repairs, gas and landscaping teams are now helping us attract an increasing number of women to these professions.

We're proud to say that colleagues generally choose to stay at Bromford as they recognise us as a fair employer who takes equality seriously. Colleagues who have been with us for many years are likely to have progressed further up their pay ranges. For historical reasons, especially where colleagues have transferred to us from council following stock transfer, more of these tend to be men than women.

Our chief executive Philippa Jones and one half of our non - executive directors bring strong female leadership to Bromford. You can find out more about them by visiting [Leadership and governance on our website](#)

We're also very pleased to have five female colleagues working in our repairs, gas and landscaping teams and we're keen to attract more. Here's what a couple of them have to say about working at Bromford:

Sarah Shepherdson

As a gas engineer, I worked at a large utility provider before joining Bromford but I have to say my experience hasn't changed. I'm treated exactly the same. I have a great team. In my early days colleagues would try to help me, such as lifting the boiler, and I'd have to tell them to put it down and move out the way! They've got to know me now so they just let me get on with it."

Natasha Ford

I've been an electrician for over ten years and I'm just coming to up to my first year at Bromford. I'm really happy here. I work in a team of all men but I'm treated fairly and if anything I probably get more respect being a woman. Colleagues are very approachable and it's a nice place to be."