

# GENDER PAY GAP 2022

We are better than the national average which is **14.9%**.



**Mean** is the average hourly rate of pay and the percentage difference between males and females.



**Median** is the middle hourly rate of pay and the percentage difference between males and females. At Berneslai, women earn 94p for every £1 that men earn when comparing the median hourly rate.

**At Berneslai Homes we are committed to the fair treatment and reward of all staff irrespective of gender.**

We are aware of the potential causes of Berneslai Homes' Gender Pay Gap, particularly around the lack of women in Construction Services' craft operative roles with the ability to earn bonus payments.

We acknowledge that we are under represented by women within Construction Services and we will continue to address the gender imbalance by having positive action initiatives in place.

We acknowledge that reducing the gender pay gap is not a quick fix and over the coming years we will continue to champion new approaches and initiatives to demonstrate our commitment to reducing our gender pay gap ever further.

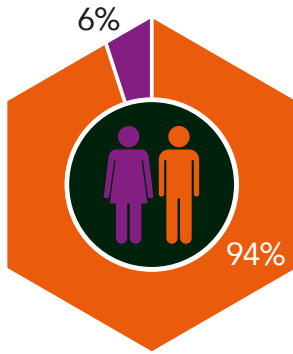
Our approach to inclusion, fairness and flexibility demonstrates our commitment to our employees and enables us to achieve our core values.

Women's earnings are lower by:	2019	2020	2021	2022	+/- percentage point change 2021-22
Median gender pay in hourly pay	11.72%	8.14%	8.14%	5.9%	-2.24%
Mean gender pay in hourly pay	7.58%	7.77%	7.07%	4.2%	-2.87%

## BONUS PAY

Percentage of employees who received bonus pay.

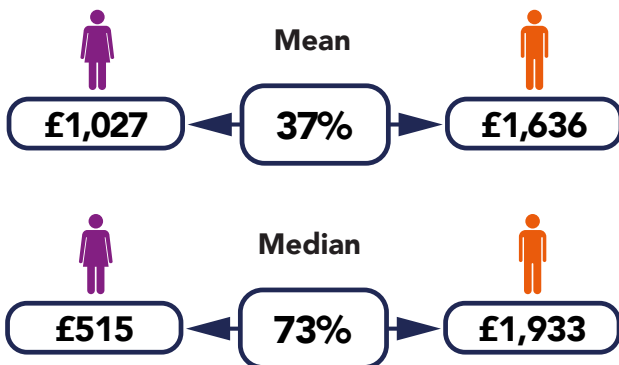
41% of employees received bonus pay, of which:



Bonus pay includes extra duty payment, attendance awards, long service awards, mentor and apprentice awards.

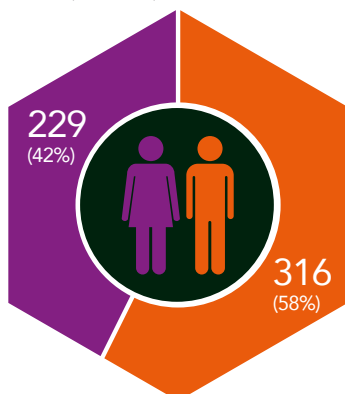
The majority of employees who received bonus pay were male.

This is because the majority of bonus payments are linked to Construction Services Operatives receiving a performance allowance – the majority of which are male.

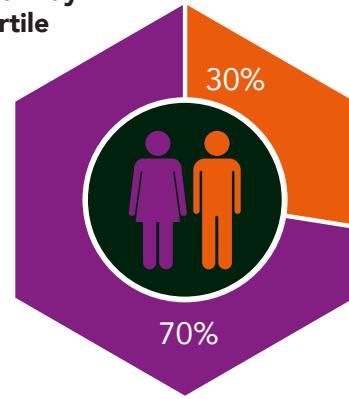


## Total Workforce

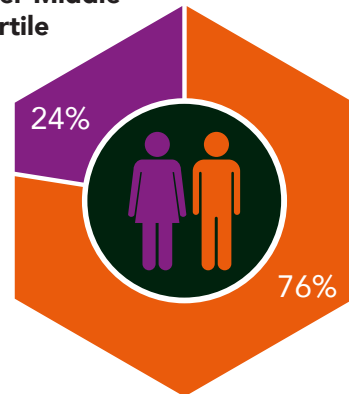
As of the snapshot date of 5th April 2022, 316 (58%) of our workforce were male and 229 (42%) female.



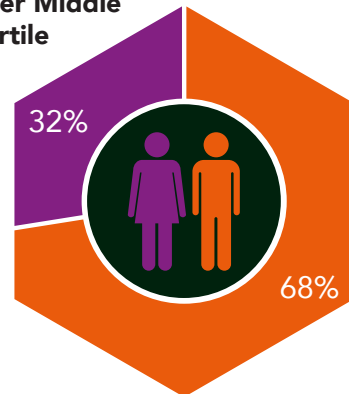
### Lower Pay Quartile



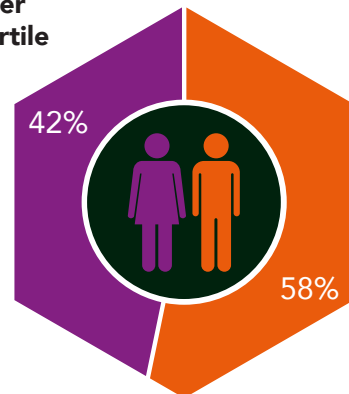
### Lower Middle Quartile



### Upper Middle Quartile



### Upper Quartile



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