

Gender, ethnicity and disability pay gap report 2025



Introduction

At Berneslai Homes, we're committed to making sure there's equal and fair treatment of all colleagues, regardless of their gender, ethnicity or if they have a disability.

Our People Strategy focuses on building a culture where colleagues feel they belong, while our Customer Strategy prioritises listening, learning, and acting on a wide range of voices. These commitments underpin our dedication to creating opportunities for everyone and driving positive change.

Pay gap reporting helps to use data to track trends and embed equity, diversity, and inclusion into our pay processes. It's influenced by many factors including pay awards and changes in the workforce. The figures in this report come from the most recent snapshot date, 5 April 2025.

In 2024, we introduced our Disability Pay Gap Report alongside our Gender and Ethnicity Pay Gap Reports, reinforcing our commitment to fairness, transparency, and equity. We're proud of the progress we've made so far, but we know there's more to do.

We continue to perform significantly better than the national UK average gender pay gap of 7%. In 2023, our mean gender pay gap was 2.34%, decreasing to 1.97% this year. This reduction is largely attributable to our sliding-scale pay award, designed to provide enhanced financial support to lower-paid roles, many of which are within female dominated areas of our organisation.

This year, we have seen an increase in both our ethnicity and disability pay gaps. Our ethnicity pay gap stands at 2.86%, while our disability pay gap is -0.1%. Reporting on ethnicity and disability pay gaps remains voluntary and presents ongoing challenges in benchmarking. Currently, around 20% of UK employers calculate their ethnicity pay gap, with only around half choosing to publish their findings.

Disability pay gap reporting is even less common, with only around 12% of UK organisations publishing this data. National ethnicity pay gap figures vary widely, ranging from 0% to 18%, while disability pay gaps are typically estimated to fall between 12% and 17%.

We remain committed to transparency and continuous improvement in our pay equity efforts. By continuing to measure this data, we can make informed decisions to reduce pay gaps and create a culture where all contributions are valued.

Understanding the pay gap

Mean = The average hourly rate of pay.

Median = The midpoint in a distribution of hourly pay rates.

Gender identity: This requires binary categorisation (men and women), but we acknowledge that not all colleagues may identify with this framework.

Pay quartiles: Our workforce is split into four equal parts based on pay, from the highest to lowest pay scale.

Our gender pay gap

We recognise the factors contributing to our gender pay gap, especially the low number of women in craft operative roles in Property Services where bonus payments can be earned. This under-representation contributes significantly to the gap, and we're committed to taking positive action to address gender imbalance in this area.

Reducing the gender pay gap is a gradual process, and we'll continue to use new, innovative approaches over the coming years to reduce this gap. Our ongoing commitment to inclusivity, fairness, and flexibility remains central to creating a supportive and empowering workplace for everyone.

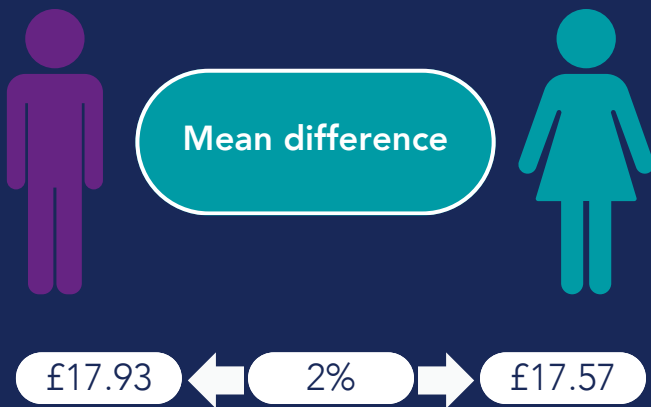
Actions

- ✓ Quarterly equality monitoring data reviews, enabling trends by gender to be identified, monitored, and addressed.
- ✓ Inclusion Steering Group and Board Champion role, providing clear oversight and accountability for gender-related outcomes.
- ✓ Further embedding of the Be Yourself Passport, a tool designed to help colleagues thrive and feel a sense of belonging by addressing workplace barriers that can impact progression and pay outcomes, such as caring responsibilities, which disproportionately affect women in the workplace.

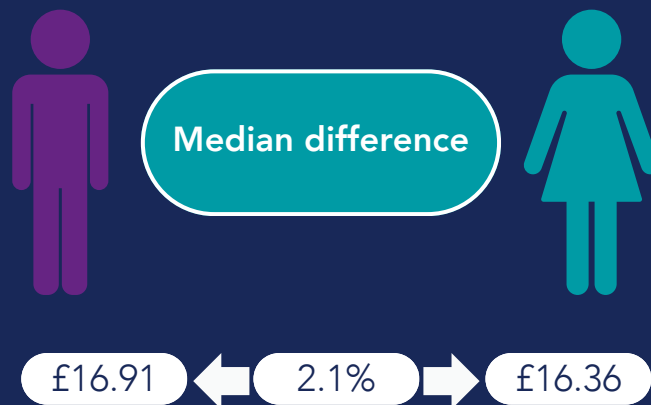
Gender pay gap report

National mean gender pay gap = 6.9%

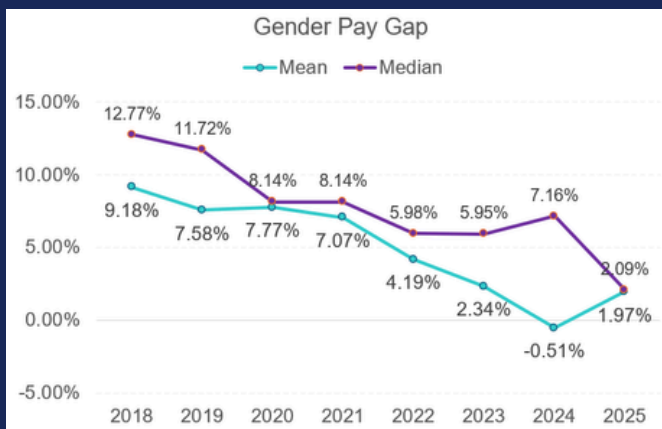
National median gender pay gap = 12.8%



Mean is the average hourly rate of pay and the percentage difference between men and women.

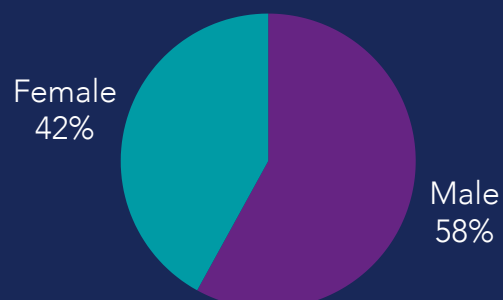


Median is the middle hourly rate of pay and the percentage difference between males and females. At Berneslai Homes, women earn 98p for every £1 that men earn when comparing the median hourly rate.



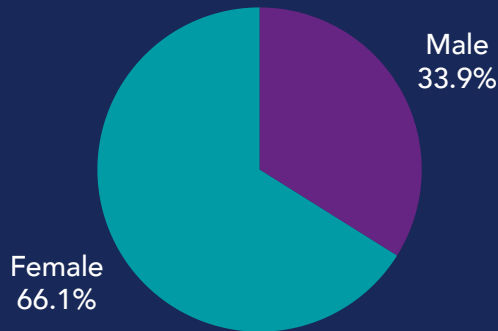
Total workforce

As of 5 April 2025 (snapshot date), 302 (58%) of our workforce were male and 222 (42%) were female.

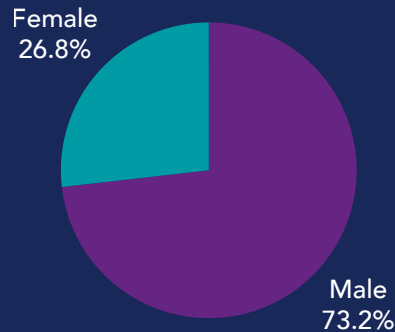


Gender pay gap report

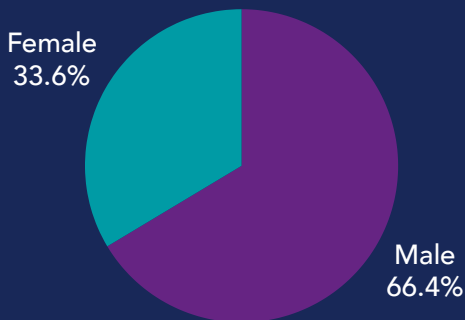
Lower pay quartile



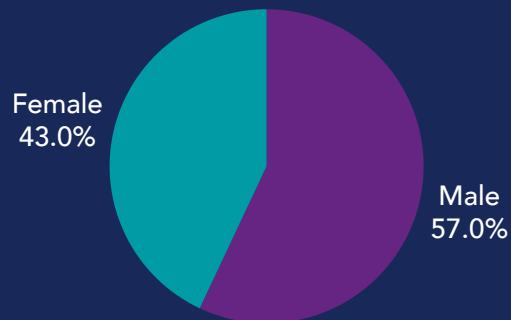
Lower middle pay quartile



Upper middle pay quartile



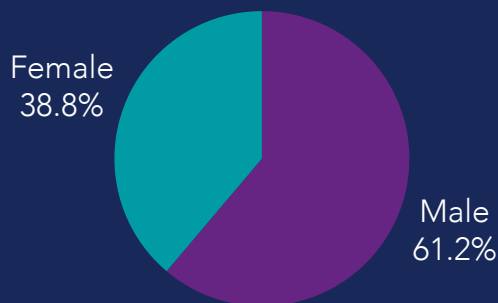
Upper pay quartile



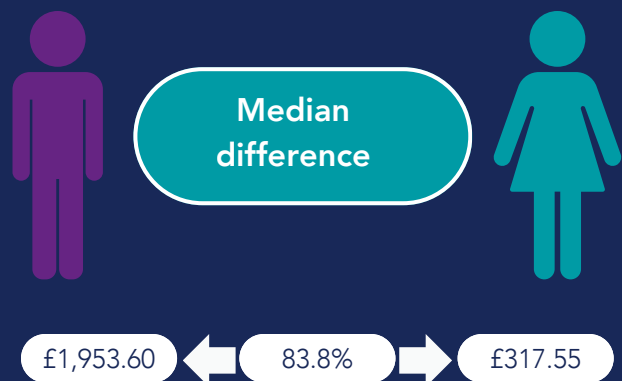
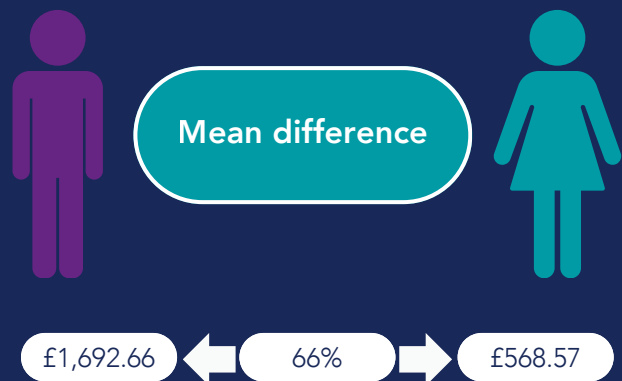
Bonus pay

Bonus pay includes extra duty payments, long service awards, and mentor and apprentice of the year awards.

39.6% of our colleagues received bonus pay, of which:



The majority of colleagues who received bonus pay were male. This is because the majority of bonus payments are linked to Property Services operatives receiving a performance allowance – the majority of which are male.



Our ethnicity and disability pay gap

We're publishing our ethnicity and disability pay gaps as analysing pay information is one way we can identify and investigate disparities in the average pay between different groups in the workforce.

It helps us to understand whether unjustifiable disparities exist and provides evidence from which to develop an action plan.

Our ethnicity pay gap is a measure of the difference between White British and other ethnic groups' average earnings across the organisation on the snapshot date, 5 April 2025.

Actions

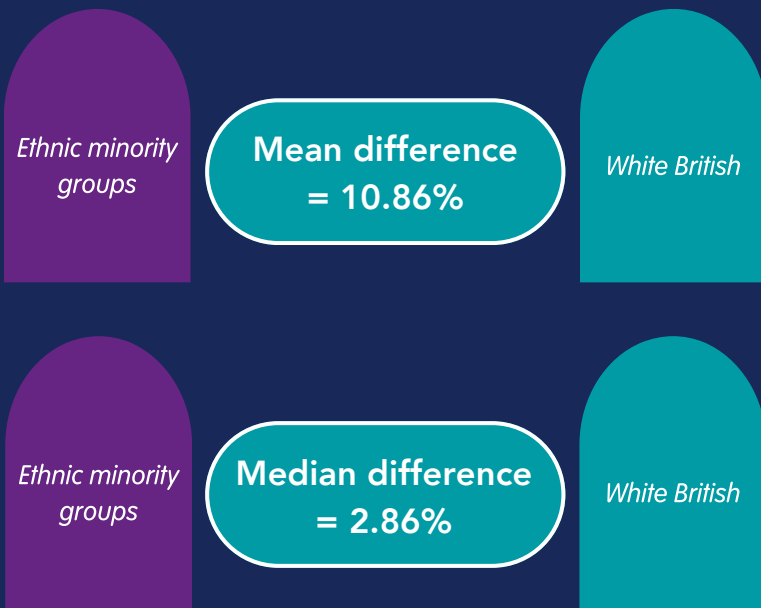
- ✓ Our Inclusion Champions network has representation from across the business and supports local action and accountability on equality issues.
- ✓ Equality impact assessments applied to key policies, restructures, and decisions that may affect pay or progression.
- ✓ Annual recruitment audits, ensuring recruitment and selection processes do not disadvantage ethnically diverse applicants.



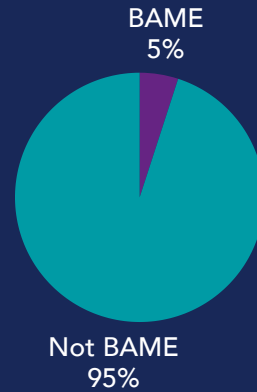
Ethnicity pay gap report

National ethnicity median pay gap = 14.8%

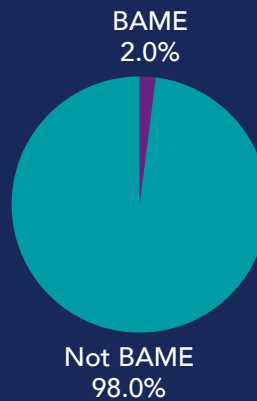
Pay gap based on the median average is the most reliable and widely used measure of pay equality.



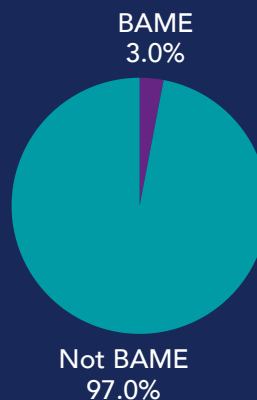
Lower pay quartile



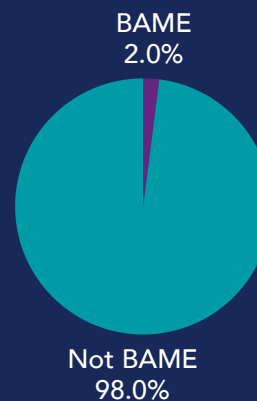
Lower middle pay quartile



Upper middle pay quartile

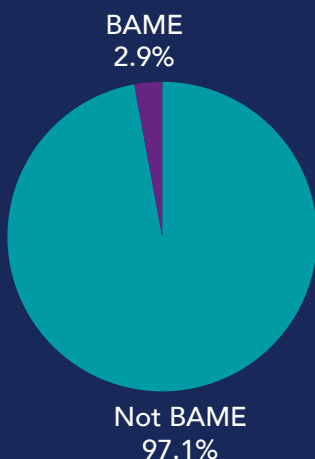


Upper pay quartile



Total workforce BAME representation

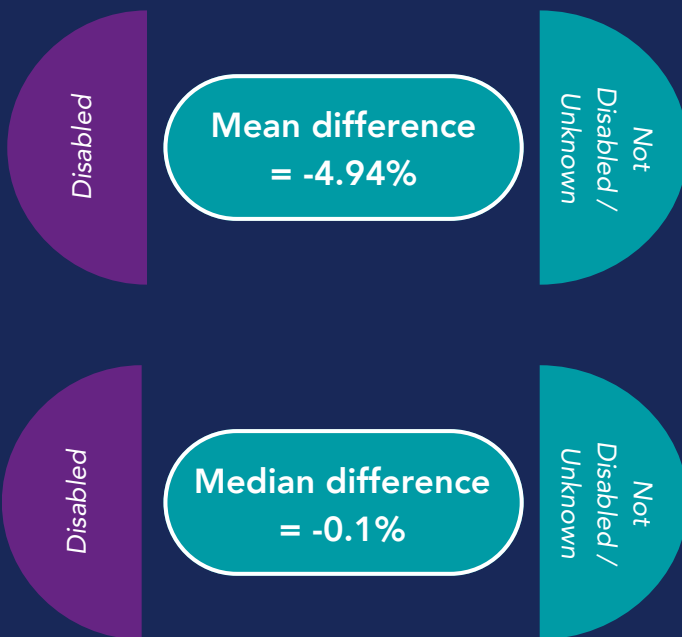
The representation of minority ethnic colleagues within the organisation is consistent with the local population, indicating proportional representation. As of 5 April 2025, 2.9% of our workforce identified as BAME. Colleagues who marked 'prefer not to say' / 'not known' were not counted in the calculations.



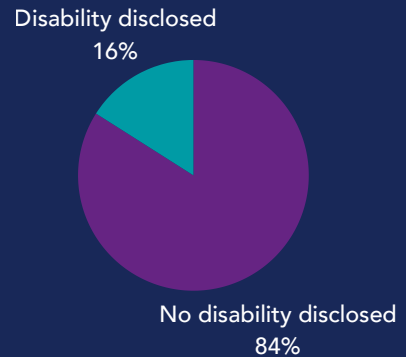
Disability pay gap report

National disability median pay gap = 17.2%

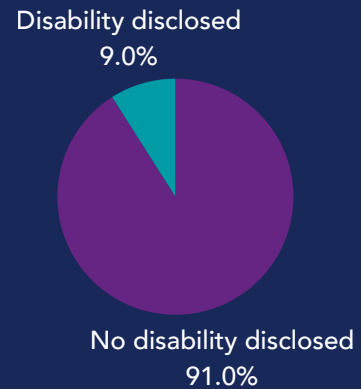
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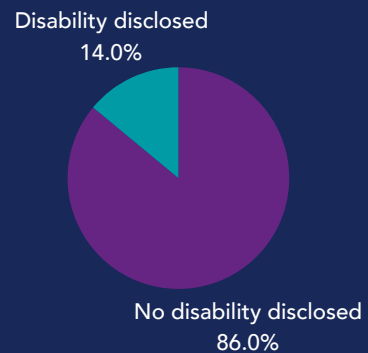
Lower pay quartile



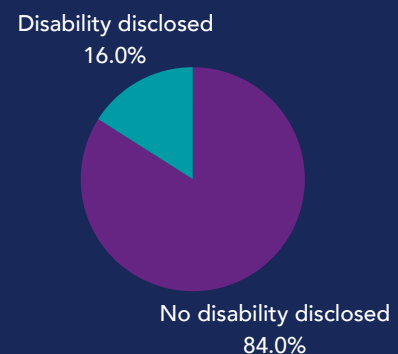
Lower middle pay quartile



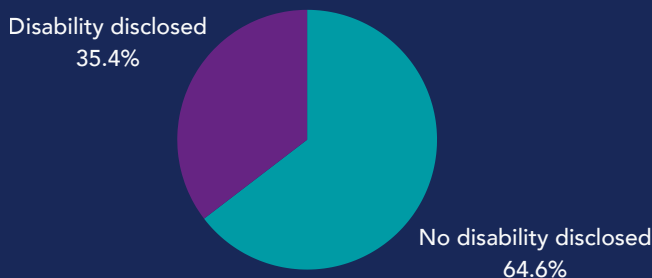
Upper middle pay quartile



Upper pay quartile



Total workforce disability status



As of 5 April 2025, 35.4% of colleagues identified as disabled. Colleagues who marked 'prefer not to say' / 'not known' were not counted in the calculations.



www.berneslaihomes.co.uk



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