

Gender pay gap report 2025

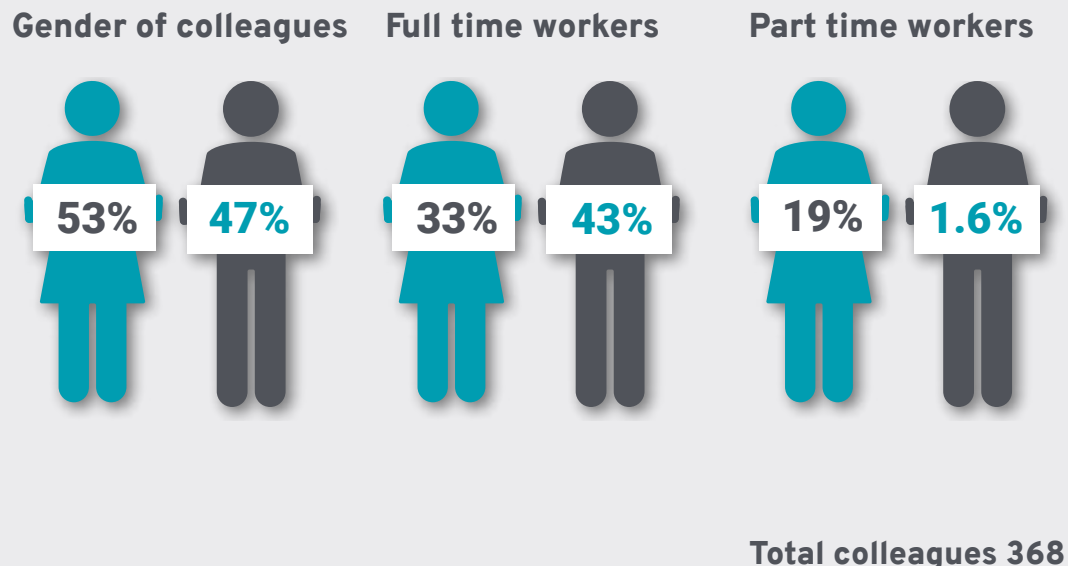
We recognise that colleagues are fundamental to us delivering for our customers. To continue to be a great place to work and to recruit and retain engaged colleagues, we need to reward colleagues equitably and in a fair and transparent way.

About the data

- The data reported is defined by the government and a snapshot of when the pay data is taken on 5 April 2025.
- Bonus payments are for the 12 months prior this.

Our colleagues

(excluding those on sickness or maternity and leavers)



What is gender pay?

Gender pay gap is... the difference in the average hourly wage of all men and women across a workforce.

Mean gender pay gap... is difference between the mean hourly rate of pay for male and female employees.

Median gender pay gap... difference between the median hourly pay for male and female colleagues.

Mean bonus gender pay gap... the difference between the mean bonus pay of male to female colleagues.

Median bonus gap... the difference between the median bonus paid to males than female colleagues.

Bonus proportions... proportion of male to female receiving a bonus payment.

Quartile bands... proportion of male and female colleagues in the lower, lower middle, upper middle and upper quartile pay bands.

Points to note

The **mean** is calculated by adding up all the salaries and dividing by the number of colleagues at the snapshot date.

The **median** is calculated by finding the middle value in our pay at the snapshot date.

Bonus payments include any one off or incentivised, productivity or performance related bonuses, recognition payments such as WOW wall and long service awards.

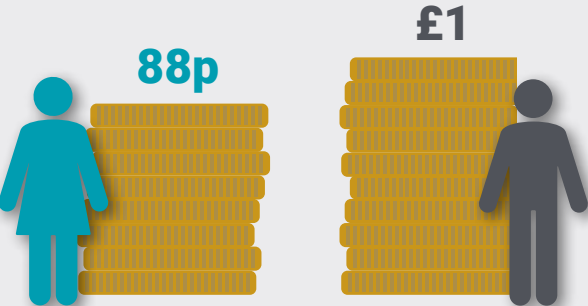
Gender pay gaps are calculated from gross figures, not net. However, any type of "deduction" made via salary sacrifice must be taken into account. This is because salary sacrifices are not a true deduction, but instead a negative "payment".

Our pay gap results

Mean



Previous year 13%

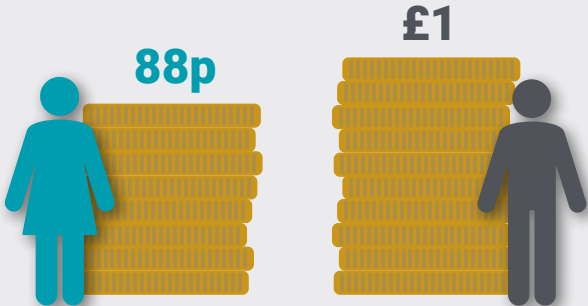


The mean pay gap: for every £1 a male earns, a female earns £0.88.

Median

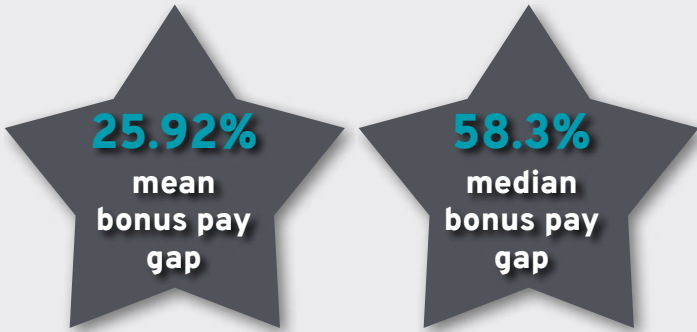


Previous year 15.8%



The median pay gap: for every £1 a male earns, a female earns £0.88.

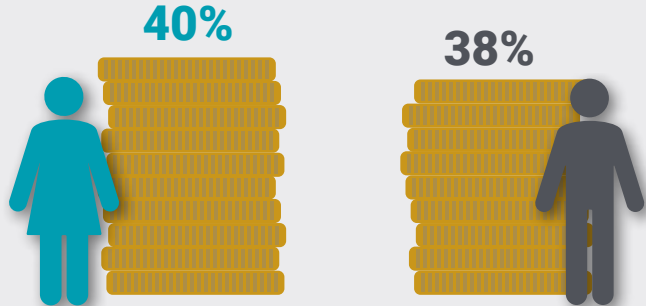
Bonus pay gap



Previous year -3.1%

Previous year 20.8%

Bonus pay awarded

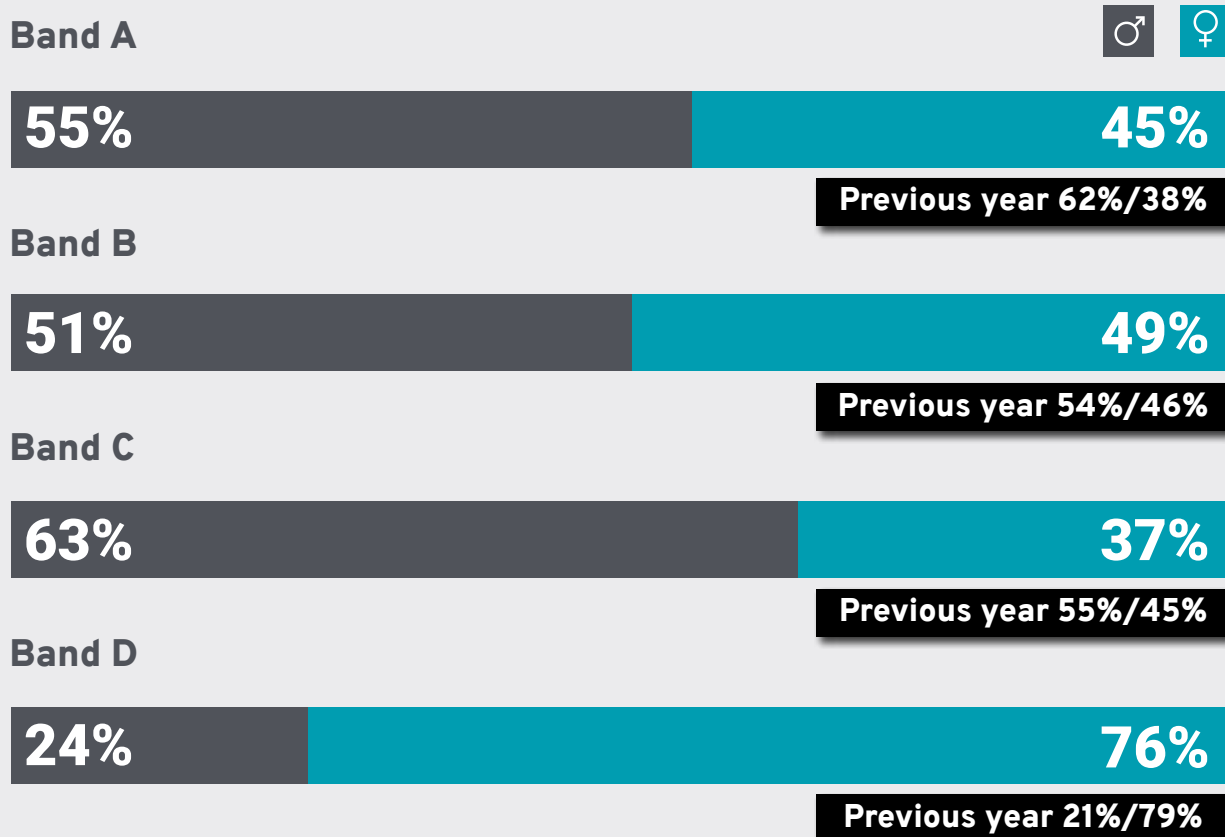


The above figures show that women tend to earn less bonus than men. Whilst we saw roughly the same amount of females and males receiving a bonus, the figures were impacted by many of our trades team, which is male dominated, receiving bonuses for working unsociable hours over the Christmas period which has impacted the figures. More women received our on the spot recognition bonuses.

Pay bands

This is the summary split showing where men and women sit in terms of the quartile pay bands.

- Band A** standard hourly rate = above upper quartile
- Band B** standard hourly rate = above median but at or below the upper quartile
- Band C** standard hourly rate = above lower quartile but at or below the median
- Band D** standard hourly rate = at or below the lower quartile



Understanding the pay gap

We're encouraged to see the gender pay gap narrowing, particularly within the two median quartiles. This reflects progress in our efforts to create a more balanced and equitable workplace.

We acknowledge that the lower quartile remains predominantly female. This is largely due to the composition of our Community Support and Carers Teams, where roles are typically grant-funded and aligned to market rates, which can limit flexibility in pay structures.

In the upper quartile, the gender gap continues to reduce. This band includes our Directors, Heads of Service, and key specialist roles. We're proud that our Senior Leadership Team maintains a balanced gender representation.

Our predominantly male trades team continues to influence the upper quartile figures due to additional earnings from out-of-hours and standby payments. However, we're seeing positive change, with more women joining the trades team, including female managers and a newly recruited female apprentice.

Finally, shifts in the lower quartile have also been impacted by the recruitment of male trade apprentices, while key appointments in our housing teams have contributed to an increase in female representation in the above median quartile.

Actions

We continue to work on addressing the Trade team and Community Support team gender imbalances by promoting trade careers to women and community support to men by collaborating with schools on career days and work experience opportunities.

We will review the pay structures of our lower quartile roles and explore ways in which we might be able to address this.

If you need this document in another format, such as large print, Braille or a different language, please let us know.

You can contact us by calling 03000 120 120, emailing act@alliancehomes.org.uk or writing to us at 40 Martingale Way, Portishead, BS20 7AW.

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