



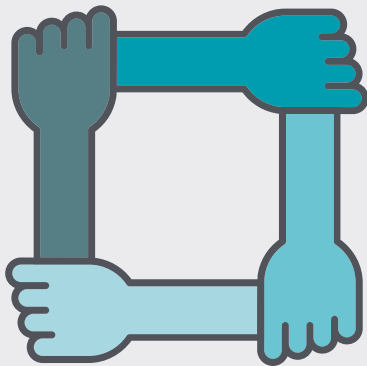
Diversity pay gap report 2025

Pay gap reporting is a statutory requirement of the Government when it comes to gender and there is a proposal to make this a statutory requirement for other underrepresented groups. Whilst this is not yet a mandatory requirement, as part of our commitment to equality, diversity and inclusion (ED&I), for 2025 we have conducted a pay gap report for disability, ethnic minorities and LGBTQ+.

We have followed the principles of the gender pay gap and taken a snapshot of data as at 5th April 2025.

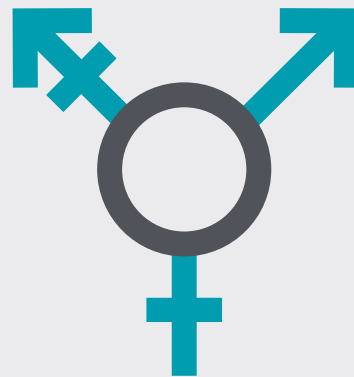
The colleague population sizes are small:

**Ethnic
minority**



3%

LGBTQ+



1.6%

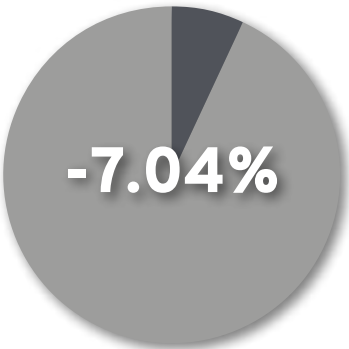
Disability



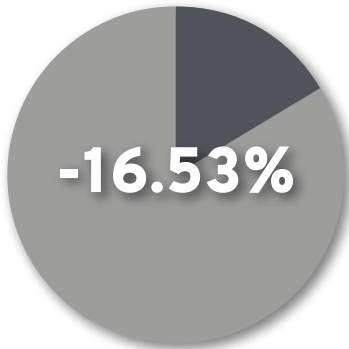
10.4%

Our pay gap results

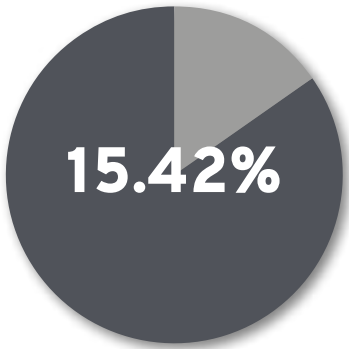
Mean Ethnic Minority
Pay Gap



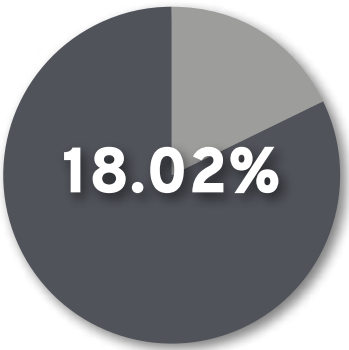
Median Ethnic Minority
Pay Gap



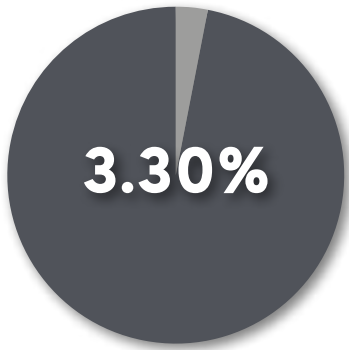
Mean LGBTQ+
Pay Gap



Median LGBTQ+
Pay Gap



Mean Disability
Pay Gap



Median Disability
Pay Gap

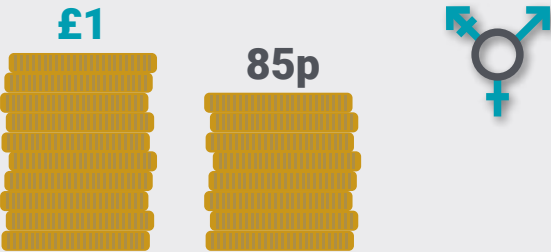


This is due to a higher percentage of ethnic minority colleagues being represented in the upper pay quartiles. Albeit a smaller proportion in the data, colleagues who identify as LGBTQ+ are a higher % in the lower quartile.

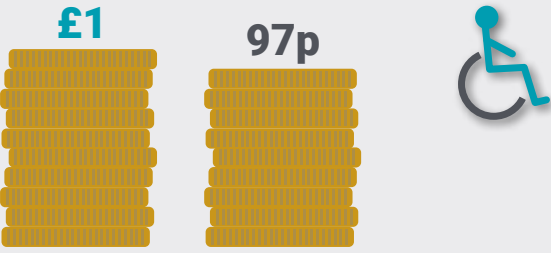
It is still early days in the data for us to gain a clear line of sight, however we will continue to review this data and discuss as part of our ED&I champions forum, and take appropriate actions where necessary.



The mean pay gap: for every £ a non-ethnic minority colleague earns, an ethnic minority colleague earns £1.07



The mean pay gap: for every £1 a colleague who does not identify as LGBTQ+ earns, an LGBTQ+ colleague earns £0.85



The mean pay gap: for every £1 a colleague who is not disabled earns, a disabled colleague earns £0.97

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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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