



Gender Pay Statement

2019

bpha Gender Pay Gap Statement 2018

bpha and other organisations employing more than 250 employees are required to publish a gender pay statement on their own website and the Government's portal (Gov.uk) by 4 April 2019.

The data required to be published is:

- the mean gender pay gap
- the median gender pay gap
- the mean bonus gender pay gap
- the median bonus gender pay gap
- the proportion of males and females receiving a bonus payment
- the proportion of males and females in each pay quartile

bpha's gender pay gap: April 2018

Estimated figures from the Office for National Statistics for 2018 indicate that the expected mean gender pay gap for UK Not-for-Profit bodies will be 18.9% positive to men. For the April 2018 reference period, bpha's gender pay information is outlined below:

the mean gender pay gap is 8.4%

the median gender pay gap is 6.6%.

The reference period for bonus calculations is the 12 months to April 2018. A total of 153 females and 89 males received a bonus payment within this period. For the majority this was a fixed amount paid to all eligible employees under the staff incentive scheme, linked to the achievement of corporate targets. Five members of the Sales Team additionally earned commission, which is required to be included in the bonus gender pay gap calculation, resulting in the following:

the mean bonus gender pay gap is 2%

the median bonus gender pay gap is 0%

The impact of the commission figures is an increase in the mean bonus gender pay gap from 0% to 2%. The median bonus gender pay gap remains at 0%, reflecting that fact that only a few higher figures have affected the mean calculation. For the previous gender pay reporting period the commission scheme was a guaranteed amount, and therefore had no impact on the pay gap.

The profile of bpha employees paid in April 2018 was 62% female and 38% male. Divided into the four pay quartiles required for publishing gender pay data this is as follows:

proportion of males and females in each pay quartile	Female %	Male %
Lower	68.1%	31.9%
Lower Middle	69.2%	30.8%
Upper Middle	63.7%	36.3%
Upper	46.7%	53.3%

Executive Summary

bpha's gender pay gap is below the expected Not-for-Profit national average for 2018 reported within this statement. Having analysed our pay data we are confident that the organisation's gender pay gap is explainable and is not an indicator of a systemic pay bias. The explanation that follows details why. bpha is an equal opportunities employer in the widest sense and if it finds evidence of a gender pay gap that can be attributed to a potentially discriminatory act, it will investigate immediately to address the position. Fairness is a clear value of the organisation and that is as true for pay as it is for any other aspect of our reward and recognition packages.

bpha has 187 job roles, of which the majority are held by one post-holder. Only 20 roles have employees of both genders. A closer review highlights that there are generally more males in specialist and technical roles, such as IT. Salaries for these roles tend to be higher than bpha's average pay and sit within the upper pay quartiles. Whereas business support roles, such as Adviser and Co-ordinator roles, generally attract a high proportion of female employees, with salaries for these roles being below the bpha average. Recruitment decisions are based on merit, regardless of gender and other protected characteristics.

bpha operates a pay structure with ranges for job roles. Employees move through their pay range over time and this means that the longer that someone has been in a pay band, the more they are likely to earn. This progression is linked to annual performance related pay assessments, irrespective of their gender. Wherever possible in recruitment, we appoint salaries within the first half of the pay range, which promotes equal pay.

For the reporting reference period, there is an equal number of male and female Sales Team members eligible to earn commission. Each is presented with the same opportunities to achieve the same commission rates, based on performance.

bpha recognises the importance of ensuring its pay is fair, transparent and accessible and is committed to rewarding its people for their contributions, regardless of their gender. We offer employees a wide range of benefits and flexible working options to enable them to effectively manage their work/life balance. These options include part-time working, job share, home working, and remote working. Many of our employees now deliver their roles in flexible and digitally enabled ways.

Our senior Executive Team is just under 50% female and bpha has a good track record of internal promotions and developing talent. Identifying employees who have the potential to grow within the organisation takes place through various channels, such as the annual appraisal cycle, learning & development opportunities, project work, secondments and staff volunteering.

bpha will further tailor its Directorate People Plans over time to support succession planning and career progression whilst monitoring gender diversity. To this end, Apprenticeships were introduced within Property Services during 2018.

We will be open and transparent with our employees about our gender pay gap and encourage people to contribute through raising any ideas or issues to assist us to review and monitor this key employee characteristic on an on-going basis.

A handwritten signature in black ink, appearing to read 'Kevin Bolt', with a stylized flourish at the end.

Kevin Bolt
Chief Executive Officer
February 2019