

Gender Pay Statement 2021

For April 2020

Gender Pay

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).

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 2020

Estimated figures from the Office for National Statistics for 2020 indicate that the expected median gender pay gap across all sectors will be 15.5% positive to men. For the April 2020 reference period, bpha's gender pay information is outlined below:

the mean gender pay gap is 11.9%

the median gender pay gap is 7%

The reference period for bonus calculations is the 12 months to April 2020. A total of 287 females and 170 males received a bonus payment within this period. This was a variable percentage of annual salary paid to all eligible employees under the staff incentive scheme, linked to the achievement of corporate targets.

Eight 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 20.1%

the median bonus gender pay gap is 8%

The impact of the commission figures is an increase in the mean bonus gender pay gap from 14% to 20.1%. The impact relates to sales performance, generating a higher proportion of commission pay for the males within this small team.

The difference between mean and median bonus pay gap (excluding commission) largely reflects the difference between mean and median general pay gap, due to the bonus calculation being a percentage of pay.

The profile of bpha employees paid in April 2020 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	59.1%	40.9%
Lower Middle	73.9%	26.1%
Upper Middle	68.5%	31.5%
Upper	47.3%	52.7%

Executive Summary

bpha's gender pay gap remains low and is below the expected national average for 2020 reported within this statement. 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.

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. However, it has highlighted a higher concentration of males in certain upper-quartile-pay areas of the business, and thereby provides direction for future positive action.

The analysis found that there are generally more males in specialist and technical roles, such as within IT and Finance. 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.

- I. 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, for all employees, is linked to annual performance related pay assessments. Recruitment practices ensure that new recruits receive pay that is appropriate based on skill/experience and current post holder salaries, ensuring pay differentials are not inadvertently created.
- II. Sales Team members eligible to earn commission have the same opportunities to achieve the same commission rates, based on performance.
- III. bpha recognises the importance of ensuring its pay is fair, transparent and consistent and is committed to rewarding its people for their contributions, regardless of their gender.
- IV. 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.

- V. 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. We note the higher concentration of males in certain technical/specialist roles and will review our recruitment and talent plans with a view to improving the recruitment and retention of females into these roles where possible. We will monitor the gender demographic throughout the recruitment journey in order to assess the impact of any changes made.

In light of the pandemic and the increased need for flexible working, bpha is undertaking a comprehensive review of its flexible working practices and arrangements as part of its Organisational Development Programme. The intention is to provide employees with as much flexibility (working location, arrangement of working hours and autonomy in their role) as we can, balanced against business needs and requirements. We will ensure we have checks and balances in place to ensure that flexibility is afforded to all levels and professions within the business, as appropriate to each role, to avoid any unintentional discrimination and to actively support the female population within bpha, amongst whom the uptake of flexible working is traditionally higher.

We continue to 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.



Kevin Bolt
Chief Executive Officer

March 2021