

Foreword

Brighton Housing Trust is a housing association and homelessness charity providing specialist services and support to vulnerable adults and young people and operates in Brighton and Hove, Eastbourne and Hastings.

Our Mission is to combat homelessness, create opportunities and promote change.

We aim for excellence in our field, while recognising and valuing that we can and do learn from others.

BHT works towards ensuring an inclusive work culture for our staff, residents and clients supporting individual aspirations and progress.

We welcome the implementation of gender pay gap reporting as an important step in our continued commitment to transparency, fairness and monitoring of progress in equality, diversity and inclusion within the organisation.



Report

As Brighton Housing Trust (BHT) has more than 250 employees, we are required by law to publish an annual gender pay gap report.

We are pleased that the analysis of pay in the organisation shows that overall in April 2017, females on average (mean or median), earn more per hour than males.

The overall average calculation shows that our female staff are paid £0.44p per hour more than our male staff, a gap of 3.4%. The median gap was 4.6% in favour of female staff, equating to £0.54p more per hour. BHT does not make any bonus payments. Therefore, no additional reporting is required.

Our data snapshot was taken on 21 April 2017 and shows that we have more female staff compared to male staff.

Our overall result is a positive one as there is no significant gender pay gap between females and males. The quartile analysis above shows that there are differences which we plan to keep under review. To this end, we will develop and monitor our data to ensure recruitment, remuneration, reward and staff development practices to address any gender pay gaps identified by our reporting process.

In addition, we will continue seeking to improve and support the aspirations of our staff and we are committed to ensuring that there is a culture of equality, diversity and inclusion, and this is reflected in our values, mission statement and what we do.

I can confirm our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

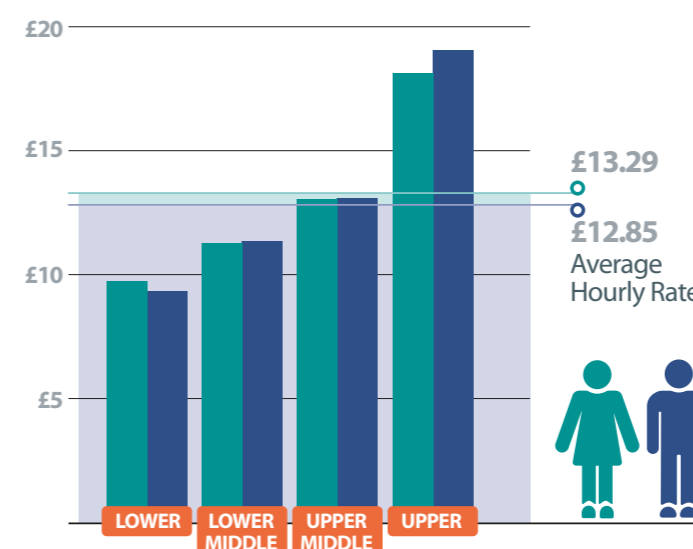
Sunil Desai, Director of Finance and Resources, Brighton Housing Trust

Green for females | Blue for males

Quartile	Staff Number	Staff %	Average Hourly Rate £	Staff Number	Staff %	Average Hourly Rate £	Male to Female Gender Pay Gap	
LOWER	33	52	9.76	30	48	9.39	(£0.37)	-4%
LOWER MIDDLE	37	59	11.31	26	41	11.37	£0.06	1%
UPPER MIDDLE	45	71	13.07	18	29	13.14	£0.07	1%
UPPER	41	65	18.17	22	35	19.08	£0.92	5%
TOTAL	156	62	13.29	96	38	12.85	(£0.44)	-3%

Our analysis of the data into quartiles shows that there are some differences, and the table and infographics detail these in terms of average pay per hour for our staff, split over the quartiles, with the percentage of females to males in each quartile.

AVERAGE HOURLY PAY



PERCENTAGE OF STAFF

