Equality pay gap report 2026



berneslai homes

Introduction

At Berneslai Homes, we are committed to treating all colleagues fairly and equitably. Our gender, ethnicity, and disability pay gap reporting helps us understand and address differences in pay, supporting our commitment to equality, diversity, and inclusion. This work aligns with our People Strategy and Customer Strategy, which focus on creating a culture of belonging and valuing diverse perspectives.

The figures in this report are based on our most recent snapshot date of **5 April 2026**. It is important to note that pay gaps are influenced by a range of factors, including organisational demographics, occupational segregation, recruitment patterns, and annual pay awards.

We continue to perform significantly better than the current UK average gender pay gap of 6.9%. Our mean gender pay gap has reduced from 2.34% in 2023 1.69% in 2026. This improvement is largely due to our sliding-scale pay award, which provided proportionately greater increases to lower-paid roles, many of which have higher female representation.

This year, our ethnicity pay gap is 1.36% down from 2.86% and our disability pay gap is -5.63%, indicating that disabled colleagues earn more per hour on average than non-disabled colleagues. This is our third year publishing ethnicity and disability pay gap data alongside our mandatory gender pay gap report, demonstrating our commitment to transparency, fairness, and accountability.

Benchmarking remains challenging, as ethnicity and disability pay gap reporting are currently voluntary. Approximately 20% of UK employers calculate ethnicity pay gaps, while only around 12% publish disability pay gap data. However, the UK Government has indicated its intention to introduce mandatory reporting requirements in the future. Berneslai Homes chooses to publish all three pay gap measures as part of our commitment to openness, inclusion, and continuous improvement.

Throughout this report:

- The **mean** pay gap refers to the difference between the hourly rate of pay for two groups of employees.
- The **median** pay gap refers to the difference between the hourly pay rate at the midpoint when all employees are ordered from lowest to highest paid.
- To provide further insight into representation across the organisation, our workforce is also divided into four equal **pay quartiles**, from the lowest-paid to the highest-paid colleagues. This helps us understand how different groups are represented at different levels of the organisation.

A pay gap of 0% represents equal average pay between the groups being compared. Positive figures indicate that the reference group earns more on average, while negative (-) figures indicate that the comparison group earns more on average. The closer the pay gap is to 0%, the more equitable the distribution of pay is between the groups across the organisation.



Disability pay gap

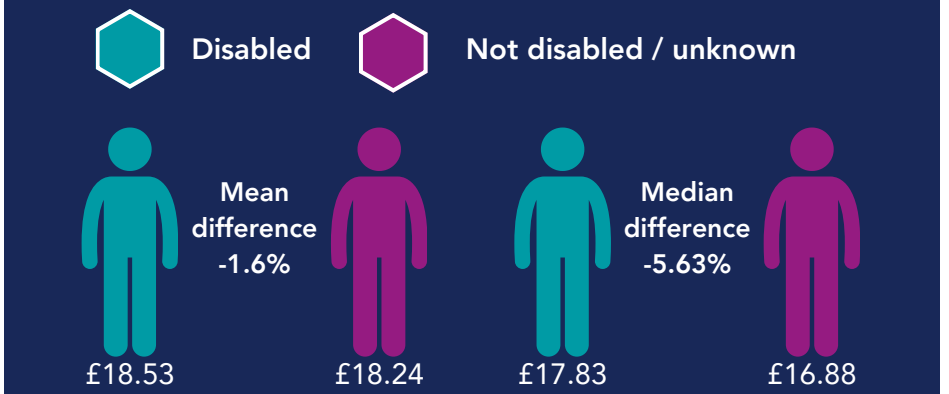
The disability pay gap measures the difference in average earnings between colleagues who identify as disabled and those who do not.

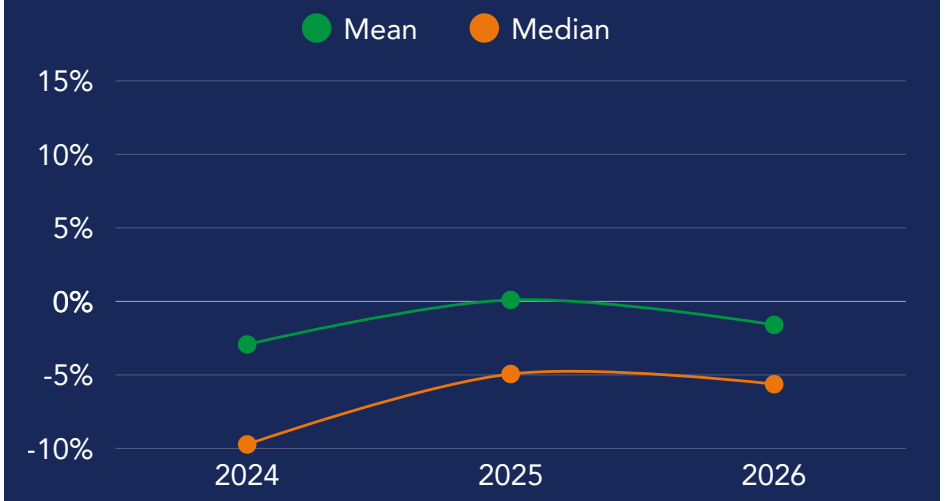
As this remains voluntary, there is no single recognised national benchmark. Available evidence suggests that the UK median disability pay gap is generally estimated to be between 15.5% and 17.2%.

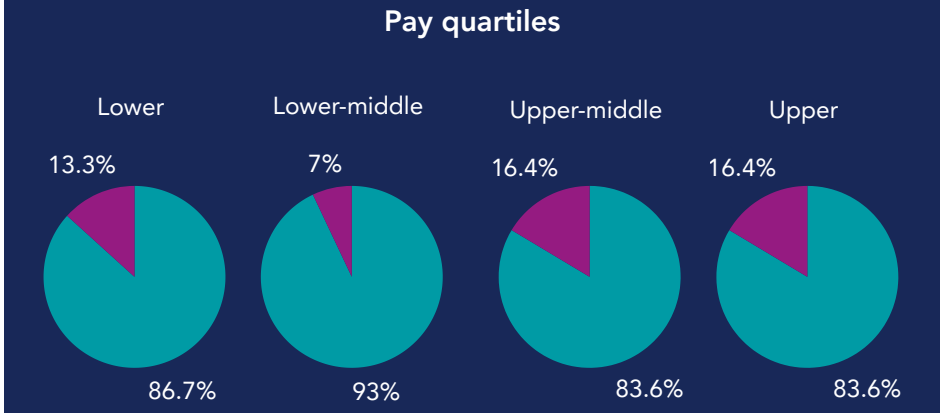
As of 5 April 2026, 13.3% of colleagues within our workforce identified as disabled, compared with 21% of the local population. However, it should be noted that the Census figure relates to the wider population and is not limited to those who are economically active.



Based on median hourly pay, colleagues with a disability earn £1.02 for every £1 earned by colleagues without a disability.







Ethnicity pay gap

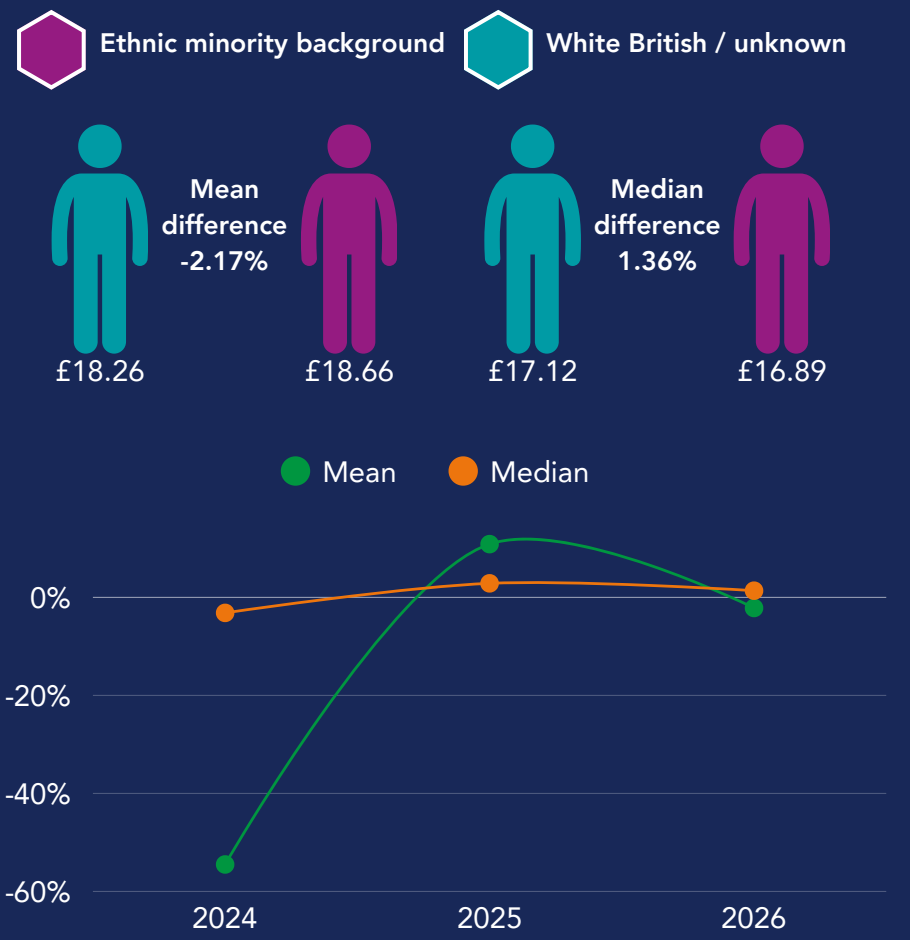
The ethnicity pay gap measures the difference in average earnings between colleagues from ethnic minority backgrounds and white British colleagues.

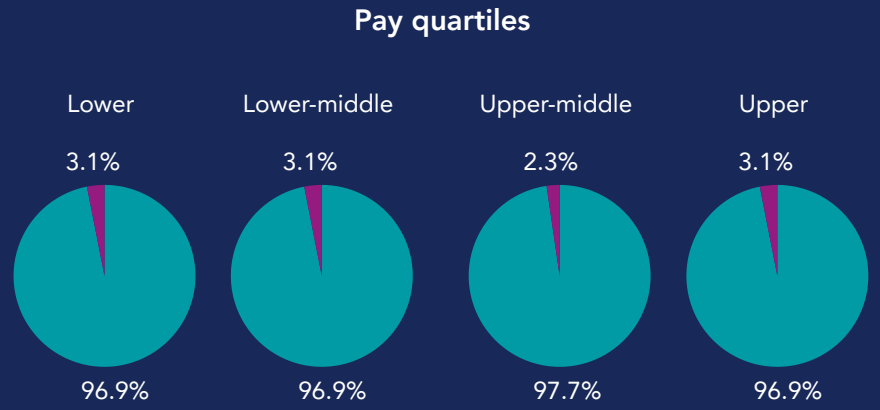
As this remains voluntary, there is no single recognised national benchmark. Available evidence suggests that the UK median ethnicity pay gap is generally estimated to be 14.8%.

As of 5 April 2026, 2.9% of colleagues identified as being from an ethnic minority background. The representation of ethnic minority colleagues within our workforce is broadly in line with the local population (3%). This indicates that minority ethnic colleagues are proportionately represented across the organisation.



Based on median hourly pay, colleagues from an ethnic minority background earn 99p for every £1 earned by White British colleagues.





Gender pay gap

The gender pay gap measures the difference in average hourly earnings between men and women.

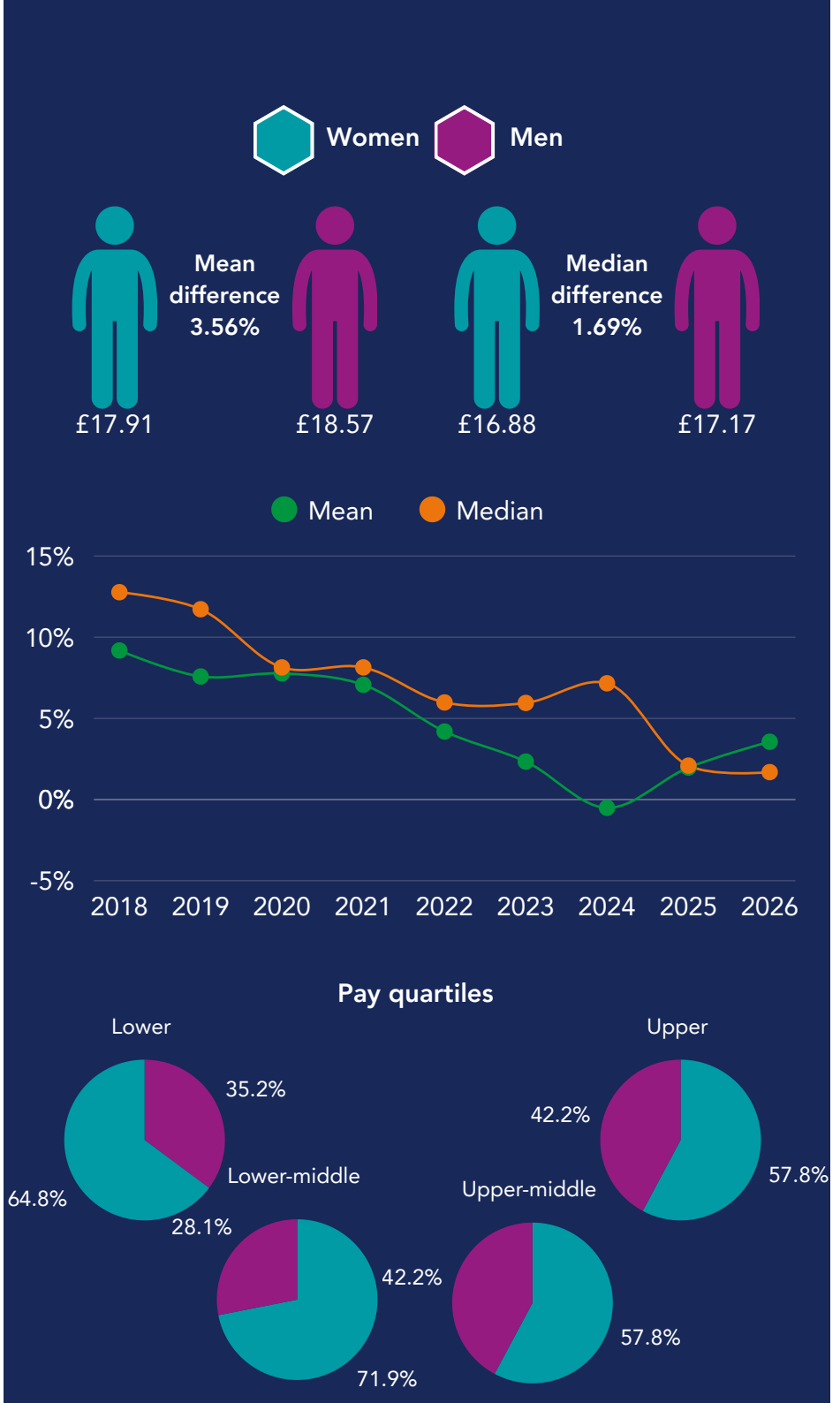
Current pay gap reporting legislation requires employers to report employees as either men or women. We recognise that gender identity extends beyond this binary classification and acknowledge that this reporting methodology may not fully reflect the identities of all colleagues.

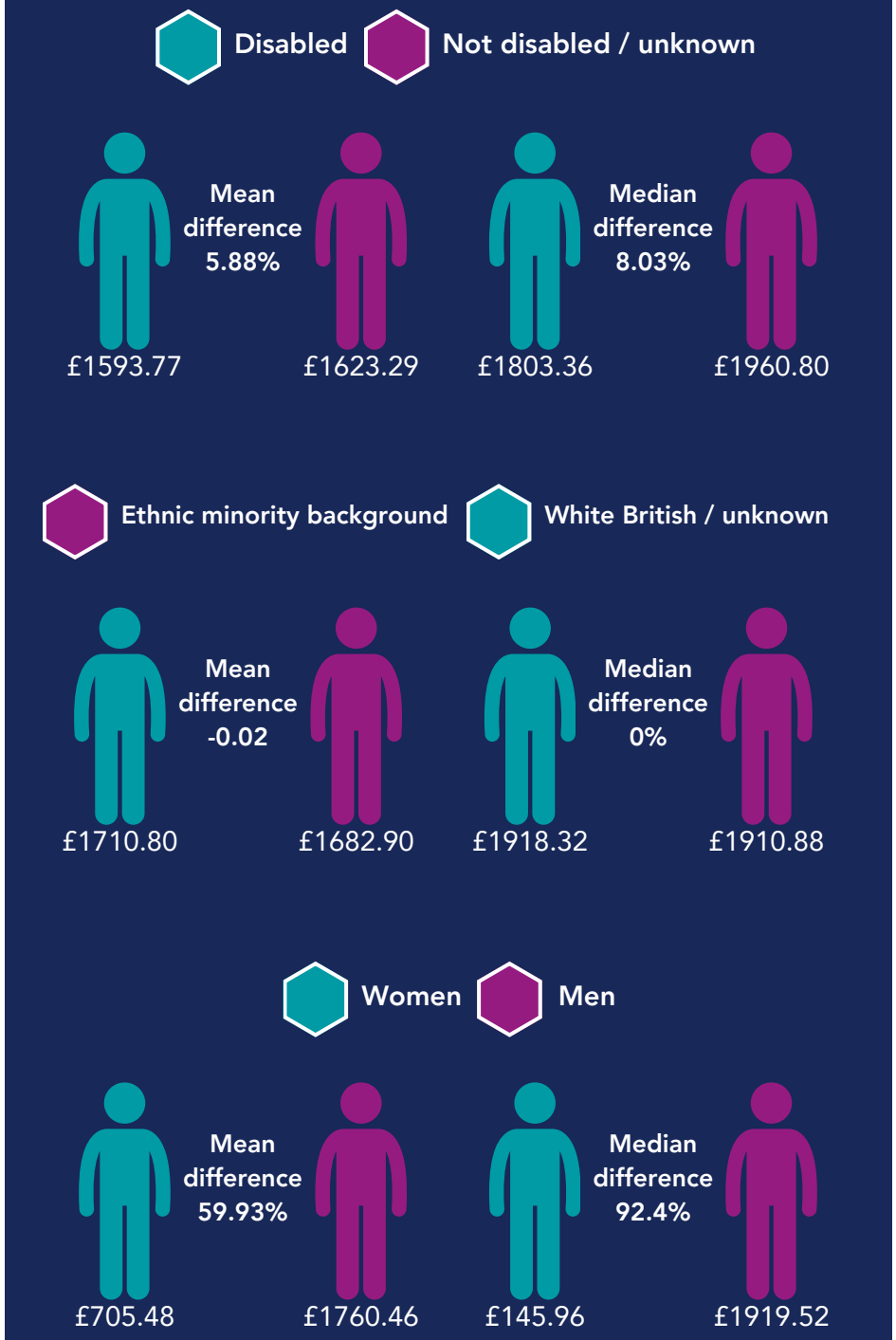
According to the Office for National Statistics, the UK median gender pay gap is 6.9%, and the mean gap 11.8%.

As of 5 April 2026, women represented 44.5% of the workforce, compared with 50.8% of the local population. This demonstrates a strong female presence across the organisation, while also highlighting an opportunity to continue promoting gender diversity and attracting women into roles where they may be underrepresented.



Based on median hourly pay, women earn 98p for every £1 earned by men.





Bonus pay

Bonus pay includes a range of additional payments made throughout the year, including additional duty payments, reward and recognition awards, and long-service awards.

179 employees received bonus pay, representing 35% of the workforce. Of those who received a bonus:

- 9.5% identified as disabled
- 3.4% were from an ethnic minority background
- 7.3% were women

Disability and ethnicity bonus pay figures are influenced by small population sizes, meaning minor changes in bonus recipients can affect the reported percentages. The higher proportion of male colleagues receiving bonus pay reflects our workforce composition, as performance allowances form a significant proportion of bonus payments and are primarily available in Property Services operative roles, which continue to be predominantly occupied by men.



What are we doing about it?

We recognise that reducing pay gaps takes time and requires sustained effort. By continuing to embed inclusive recruitment practices, flexible ways of working, and equal opportunities for career development, we aim to create a workplace where everyone can thrive and reach their full potential.

We voluntarily publish our disability and ethnicity pay gap data to help us better understand workforce trends, identify any disparities in average pay, and inform targeted actions that support greater equity, inclusion and representation across our organisation.

Our gender pay gap continues to be influenced by workforce composition, particularly the under-representation of women in craft operative roles within Property Services, where additional earnings through bonus payments are available. Increasing gender diversity within these roles remains a key priority, and we are committed to taking positive action to address this imbalance.

To support our commitment to reducing pay gaps and improving representation, we will continue to:

- Quarterly equality monitoring data reviews, enabling trends by disability, ethnicity and gender to be identified, monitored, and addressed.
- Inclusion Steering Group and Board Champion role, providing clear oversight and accountability for protected characteristic related outcomes.
- Further embedding of the Be Yourself Passport, a tool designed to help colleagues thrive and feel a sense of belonging by addressing workplace barriers that can impact progression and pay outcomes.
- Our Inclusion Champions network has representation from across the business and supports local action and accountability on equality issues.
- Equality Impact Assessments are applied to key policies, projects, and decisions that may affect pay or progression.
- Annual recruitment audits, ensuring recruitment and selection processes do not disadvantage ethnically diverse applicants.





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