



# Gender Pay Gap Report

(for former Coastal Housing Group employees)

This year's Gender Pay Report will cover the last set of figures prior to the merger with RHA Wales to become Beacon Cymru Group. Coastal was a Living Wage Foundation accredited employer committed to fair and equal pay based on the accountability of the individual's role within the organisation. This is a commitment that will carry over into Beacon.

This report focuses on Coastal Housing Group pay data in the reporting period. A separate report for RHA Wales data is also available. Next year we will report as Beacon for the first time.

We are committed to providing opportunities for people from all walks of life including those at risk of social exclusion and for many years we have been proud to report that we have a roughly equal number of male and female employees.

We believe that in order to sustain Beacon we should draw on talented individuals from all backgrounds to create a diverse and inclusive workforce. This will allow us to benefit from their innovation and creativity to help us and the communities in which we work to thrive.

It is important to note that the Gender Pay Gap and Equal Pay are different concepts. The Gender Pay Gap is the percentage difference between average hourly earnings of men and women while Equal Pay relates to equal pay for equal work. In 2015 Coastal embarked on a major benchmarking project to ensure that employees were paid fairly based on the responsibilities of their role. We are confident that there is equal pay for equal work throughout Coastal and have continued to regularly benchmark roles. Additionally whilst for the purpose of Gender Pay reporting Beacon has to divide the data between male and female employees we recognise that there are more numerous gender identities and as an organisation we greatly value this diversity in our working practices.

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We believe it's really important to treat

everyone fairly, and with dignity and respect.

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# Workplace Profile

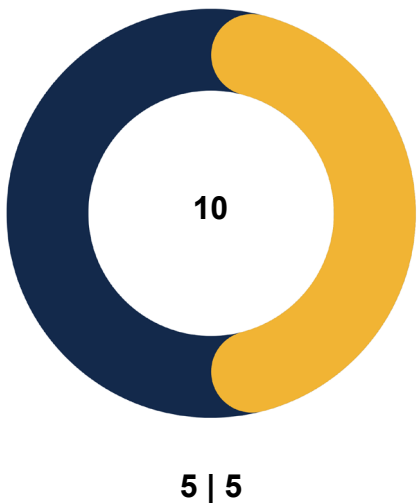
Coastal's workplace profile reflects our commitment to equal opportunities with only a slight difference between the number of male and female employees.

Our Management Team represents our approach to talent management at Coastal where there is a good gender balance.

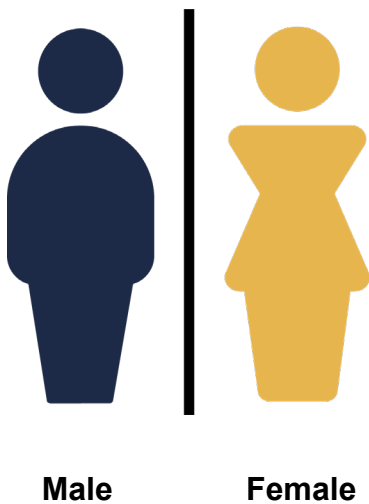
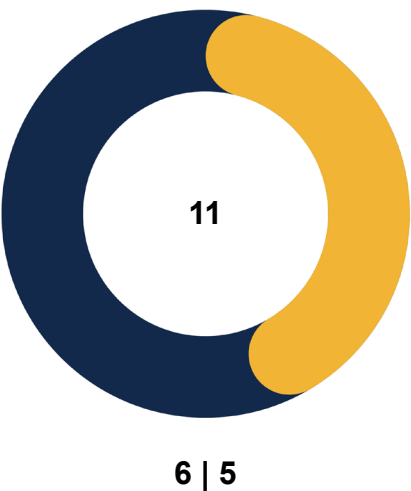
Total number of employees



Senior Management



Board



At Coastal we are proud of our Board with one of its strengths being its strong gender balance with volunteers from a wide range of sectors and backgrounds.



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**We believe that everyone matters and we**

**actively promote equality, diversity and fairness.**

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# Gender Pay Gap

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Our **mean** gender pay gap is - 4.02%

Our **median** gender pay gap is 1.44%

## Mean hourly rate

 Female  
**£20.41**

## Median hourly rate

 Female  
**£16.61**

 Male  
**£19.62**

 Male  
**£16.85**

Across the UK men earned 13.1% more than women in April 2024 (this being the data for the year 2023/24) down from 15.5% the previous year to the Office of National Statistics (ONS). This shows that the gap is narrowing nationally although only very slightly in the past 12 months.

Since the advent of Gender pay reporting Coastal have reported near parity in gender pay with minor variations year on year. This year Coastal are reporting a very slight gender pay gap in favour of female employees with the mean working out at -4% and the median at 1.44%. This is the reverse of the previous year where there was a slight gap in favour of male employees.

This is well below the national average and our experience is that the gap has fluctuated between 5% and -5% since Coastal first started reporting on Gender Pay 5 years ago. RHA have reported a mean pay gap of 0.76% and median pay gap of 5.3%. Our prediction for the first year of combined Beacon salaries would be that next year's pay gap will fall somewhere within the +/- 5% range as both organisations have a similar gender balance which is very positive.



**We embrace people with diverse**

**backgrounds, skills and cultures.**





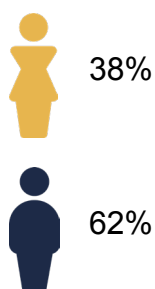
# Percentages of Males and Females in Each Pay Quartile

The Lower Quartile which contains Coastal's entry level roles contains more men than women with men representing 62.8% of the number of employees who sit in this quartile. The Lower Middle Quartile follows the trend with 54.3% of the quartile being made up by men. Likewise the upper middle quartile has more male than female employees at 55% male and 45% female. The Upper Quartile is split 59%-41% with more male employees. The overall split within Coastal for the reporting period was 53.7% male to 46.3% female which is roughly in line with how employees are divided into each quartile.

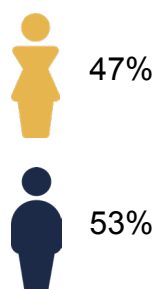
Overall we feel that there is a relatively even spread of male and female employees across the four quartiles with a small number of roles where we would like to increase the diversity. This would even out the four quartiles even further.

For the purpose of the report, Beacon are required to split Coastal employees into four quartiles based on their hourly rate of pay. It is worth noting that a number of our roles fall across two of the quartiles, and that the difference between the rates of pay within the top of a lower quartile and bottom of an upper quartile is often very small.

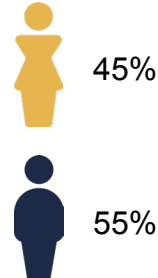
## Lower



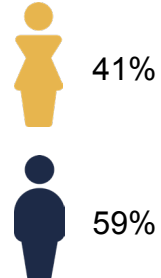
## Lower middle



## Upper middle



## Upper





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**Everyone is valued as an individual**

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**and treated with courtesy.**



# Bonus Gap

At Coastal we believed that we pay fair salaries based on an individual's role. We do not generally pay bonuses to members of staff with a small number of exceptions based on industry practice for specific roles.

The only role at Coastal that traditionally had a contractual bonus payment were Pennant Sales Advisors. This is because it is a standard method of remuneration for these types of roles however during this reporting period there were no sales advisors employed.

The only other form of reward that qualifies as a bonus under our obligation to report bonuses, is our Long Service Award which employees receive after 5, 10, 15, and 20 years of service with Coastal. These awards take the form of an additional weeks leave being granted in the year that it is earned by the employee on the anniversary of their joining Coastal. Every employee who receives the Long Service Award has the option of cashing the holiday in and can receive a week's additional pay rather than the extra time off. For the purpose of the report it is only those who chose to cash in their long service award who are included in these figures.

In the year 2023/24 there were 13, 11 male and 2 female employees who took their long service award as a payment. During this period Coastal did not pay out any sales bonuses so the only bonuses paid to staff were long service awards. As more male employees chose to receive their LSA as a payment in this period this is reflected in the difference between the amounts paid although the value of paid bonuses in Coastal is very low.



**Male**

**8.2%**

Mean: £558.66  
Median: £606.12



**Female**

**2%**

Mean: £587.99  
Median: £587.99

Mean gender pay gap for bonus pay

**558.66%**

Median gender pay gap for bonus pay

**606.12**



# The future

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Coastal has been proud of our track record of promoting equality, diversity and fairness and feel that this is reflected in our approach to reward. As Beacon we bring together 2 organisations who greatly value equality and diversity and share a history of being able to evidence that fact through relatively equal gender pay. We are fully committed to continuing these values and believe that it will ensure that Beacon continues to benefit from the contribution of talented, innovative, and passionate employees from a wide variety of backgrounds



## Declaration

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

A white line drawing of a signature, appearing to be 'CB', on a dark blue background.

Caroline Belasco  
Executive Director of People



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Caroline Belasco  
Chief Executive