



GENDER PAY

GAP REPORT

COASTAL HOUSING GROUP - MARCH 2021



Coastal are a Living Wage Foundation accredited employer, committed to fair and equal pay based on the accountability of the individual's role within the organisation.

We are committed to providing opportunities for people from all walks of life including those at risk of social exclusion. 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 Coastal 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. Coastal will undertake a similar Benchmarking project in 2021/2 to ensure fairness in reward is consistent and ongoing.

“

We believe it's really important to treat everyone fairly, and with dignity and respect.

”



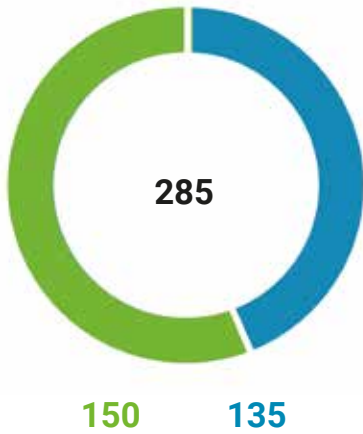
Workplace Profile

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

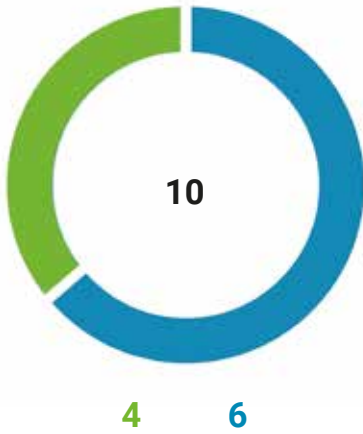
Our Management Team represents our approach to talent management at Coastal where there is a good gender balance.

(Snapshot date = 5th April 2020)

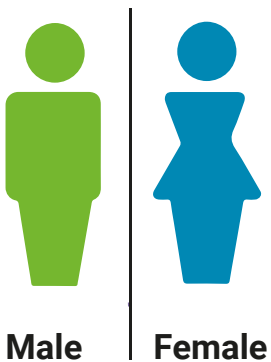
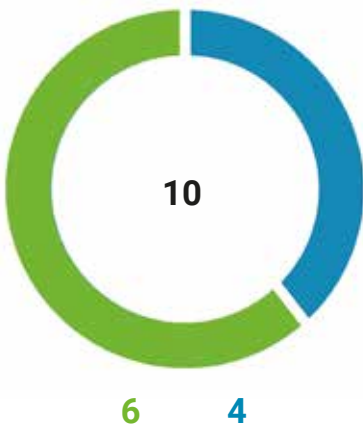
Total number of employees



Senior management



Board



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

“

We believe that everyone matters and we

actively promote equality, diversity and fairness.

”



Gender Pay Gap

Our **mean** gender pay gap is -2.27%

Our **median** gender pay gap is -3.30%

Mean hourly rate



Female
£17.06



Male
£16.68

Mean hourly rate



Female
£14.06



Male
£13.61

Across the UK men earned 15.5% more than women in April 2020 (this being the data for the year 2019/20) down from 17.3% the previous year to the Office of National Statistics (ONS). This shows that the gap is narrowing nationally.

Since the advent of Gender pay reporting Coastal have reported near parity in gender pay with minor variations year on year. The figures for this report show that Coastal have a negative pay gap. This means that women are currently paid a slightly higher salary than their male counterparts with the mean being -2.27 and the median a slightly higher -3.30. This still represents a small gap, and as always Coastal are committed to fair pay and equal opportunity at all levels.

“

We embrace people with diverse

backgrounds, skills and cultures.

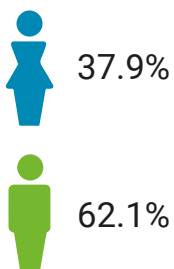
”

Percentages of Males and Females in Each Pay Quartile

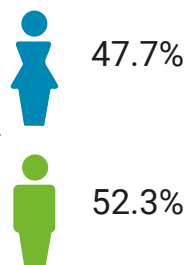
The Lower and Lower Middle Quartiles which includes Coastal's entry level roles contains more men than women with male employees making up 62.1% and 52.3% respectively. Our Upper Middle Quartile which contains 66 employees is split down the middle with 50% from both female and male employees. Our Upper Quartile also has a slightly higher number of male employees, with men making up 56.9% of employees in that grouping. The figures overall reflect that on the capture date (April 2020) Coastal employed more male than female members of staff. This translates into a relatively even distribution across the quartiles, with all except the Upper Middle Quartile having slightly more male than female employees.

Overall 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 further.

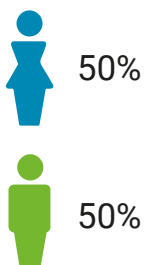
Lower



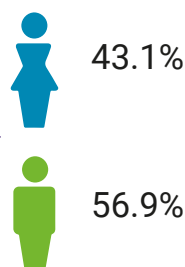
Lower middle



Upper middle



Upper



For the purpose of the report, Coastal are required to split our 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.

“

Everyone is valued as an individual

and treated with courtesy.

”



Bonus Gap

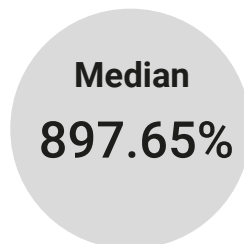
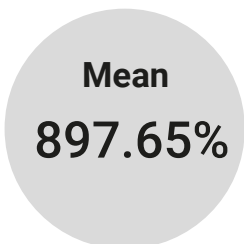
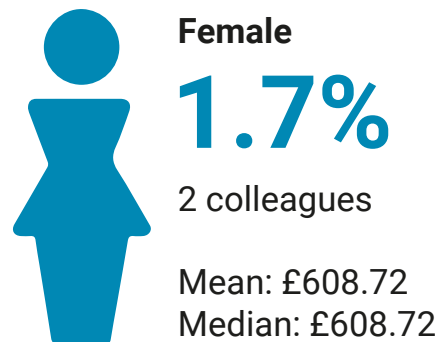
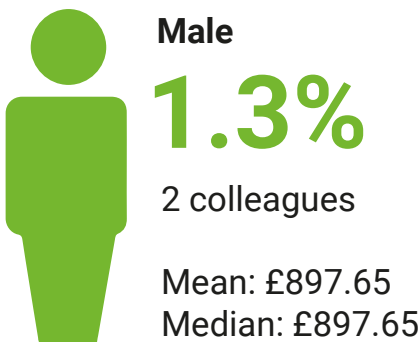
At Coastal we pay fair salaries based on an individual's role. We do not generally pay bonuses to members of staff with a small number of exceptions based on industry practice for specific roles.

The only role at Coastal that has a contractual bonus payment is our Pennant Sales Advisors. This is because it is a standard method of remuneration for these types of roles. Coastal only has 4 employees engaged in these roles all of whom are female.

Bonuses are paid based on a percentage of actual sales by the individual employees. While all the members of this small team are female Coastal are open to the prospect of the gender balance of the team changing as opportunities arise.

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 10, 15, and 20 years of service with Coastal. These awards take the form of an additional week's 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.

In the year 2019/20 there were 4, 2 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, and therefore the only bonuses paid to staff were long service awards. While the split is even with 2 male and 2 female employees receiving long service awards there is a slight gap in favour of men. This will be a reflection of the individual employee's weekly salary as the long service award is equivalent to a week's pay.



The Future

At Coastal we are proud of our track record of promoting equality, diversity and fairness and feel that this is reflected in our approach to reward. We are fully committed to continuing these values and believe that it will ensure that Coastal continues to benefit from the contribution of talented, innovative, and passionate employees from a wide variety of backgrounds.

We believe that this is a strong model for sustainability and will help us continue to provide homes and services that enable our tenants to thrive and the communities we serve to prosper.



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 handwritten signature in black ink, appearing to read 'CB'.

Caroline Belasco
Executive Director of HR & Corporate Services



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 handwritten signature in black ink, appearing to read 'DG'.

Debbie Green
Chief Executive