



Gender Pay Gap Report

Snapshot date 5 April 2025



Background

As part of the Equality Act 2010 Regulations 2016 any employer with 250 or more employees is required to publish statutory calculations each year, to highlight the differences in pay between their male and female employees. Under the regulations Bield is required to report our calculations annually on the government's official website, [GOV.UK - GOV.UK \(gender-pay-gap.service.gov.uk\)](http://GOV.UK - GOV.UK (gender-pay-gap.service.gov.uk)).

What is the Gender Pay Gap?

Simply put the gender pay gap is an equality measure which shows the difference in average hourly pay of all men and women across Bield. The regulations require Bield to calculate the gender pay gap in hourly pay and report against the following key measures.

Mean Gender Pay Gap	The difference between the average hourly rate of a male and a female employee.
Median Gender Pay Gap	The difference between the midpoints of the ranges of pay for male and female employees.
Pay Quartiles	The proportion of male and females in each pay quartile.
Bonus Proportions	The proportion of male and females who received bonus pay during the relevant period. Please note this will be a nil return for Bield.
Mean Bonus Pay Gender Gaps	The difference between the average bonus pay paid to male employees and female employees. Please note this will be a nil return for Bield.
Median Bonus Gender Pay Gap	The difference between the midpoints bonus pay paid to male employees and female employees. Please note this will be a nil return for Bield.

The measures are expressed as a percentage of men's earnings. A positive figure means that females, on average, are paid less than males. A negative figure means that females, on average, are paid higher than males.

What is it not?

The gender pay gap is not a measure of equal pay or the difference in pay for the same job. Equal pay is a separate legal requirement set out by law. It requires employers to give men and woman equal treatment in their pay and terms and conditions of employment if they are employed to do:

- 'like work' – work that is the same or broadly similar
- Work rated as equivalent under a job evaluation exercise
- Work found to be of equal value in terms of effort, skill or decision making.

The salary structure within Bield has ensured that salaries are consistent across the grades and roles, regardless of gender as all roles are mapped to a salary scale,

Bield Housing and Care supports the fair treatment and reward of all staff irrespective of gender or any other protected characteristic. This report fulfils Bield's



reporting requirements, analyses the figures in more detail and sets out what we are doing to close the gender pay gap in the organisation.

Gender Pay Gap Report (2025): Declaration:

This is the Gender Pay Gap Report for Bield Housing and Care using the snapshot date of 5 April 2025. These figures have been calculated using the standard calculations used in the Equality Act 2010 (Gender Pay Information) Regulations 2016.

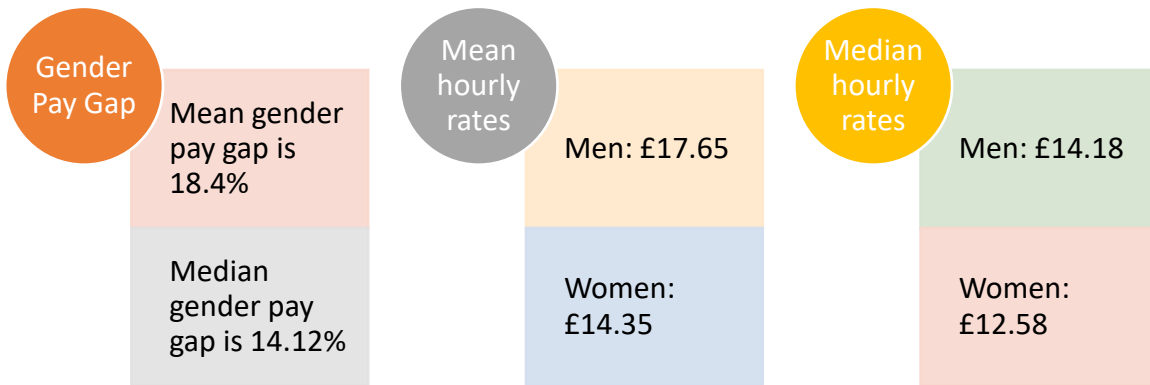
Nicola Ritchie
Director of People and OD



Gender Pay Gap Analysis

Key Figures

Gender Pay Gap



The figures show

- A mean gender pay gap of 18.4% (2024 18.7%)

The mean gender pay calculation has shown Bield to have a difference of 18.4% between male and female average hourly rates of pay. It is a positive number which shows that the average hourly rate female of female workers (£15.19) is less than the average hourly rate of male workers (£18.63).

- A median gender pay gap of 14.12%. (2024 11.28%)

The median gender pay gap shows the difference between the median hourly rate of pay for female workers (£13.20) is less than the median hourly rate of pay for male workers (£15.37).

Our mean gender pay gap has reduced (0.3%) in comparison to the previous year and is a result of:

- A higher proportion of males in the workforce than the previous year.
- A higher proportion of our male workforce concentrated in the higher pay quartiles.



- Employees not in receipt of full pay, for any reason, on the snapshot date are 34 workers excluded from the dataset, mainly female workers.

Our median gender pay gap has increased to 14.12% which sits slightly higher than the UK average which is currently 13.1% currently 13.1% (Office of National Statistics 2024)¹.

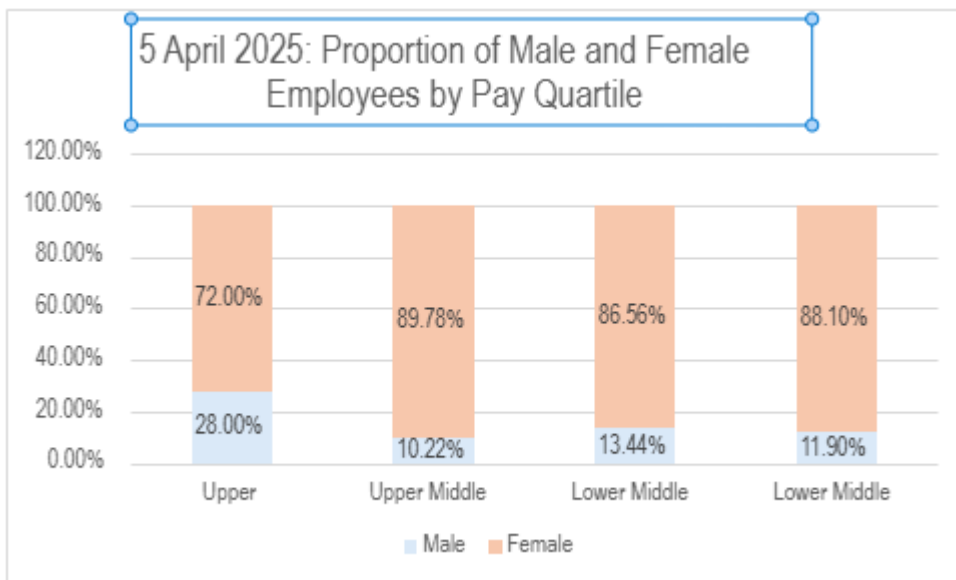
Bonus Payments

As a not-for-profit organisation Bield do not pay employees bonuses, therefore there is nothing to report in regards to mean and median bonus gender pay gap or proportion of men and women receiving a bonus payment.

Pay Quartiles

To better understand how the grade balance impacts pay we split the proportions of male and female employees into quartiles, which is the gender split when the hourly rate of pay is ordered from highest to lowest and then grouped into 4 equal quartiles.

The proportion of males and females in each pay quartile band is shown in the table below. There is a consistent proportional split of males and females across the “lower”, “lower middle” and “upper middle” pay quartiles in Bield. The ‘upper’ pay quartile has a higher proportion of male employees than the other pay quartiles.



Understanding the figures

¹ [Gender pay gap in the UK - Office for National Statistics](#)



Bield employs significantly more female than male employees. Women represent 85% of workforce overall and are well represented at all levels in Bield, including the senior roles in our Executive Management Teams and Leadership Teams.

- 85% of the workforce is female with 79% employed in positions which fall within the three lower pay quartiles.
- 15% of the workforce is male with 44% employed in positions which fall within the highest pay quartile.

This is comparable with the workforce demographics of other employers across the sector, where organisations are driven by a predominantly female workforce particularly across frontline services. The continued commitment to improving low pay and maintaining fair pay differentials, at the heart of our approach to pay and reward, has steadily narrowed the mean and median pay gap across the 'lower quartile' 'lower middle quartile' and 'upper middle quartile' where both mean and median pay gaps are 0%.

The higher concentration of men in senior leadership and technical positions means creates a gender pay gap in the "upper quartile" itself, due to wider range of salaries in the pay quartile and the overall gap between the other pay quartiles. The mean pay gap in the 'upper' quartile is 13.21% with a median pay gap of 18.96%. The upper pay quartile comprises mostly of office-based employees and despite the strong representation of female employees at senior levels of management a gender pay gap exists because of the proportion of males at higher paid salary grades in this pay quartile, often in roles which attract additional monetary benefits i.e. car allowance.

Bield is confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. We remain committed to promoting diversity in the workplace and equal opportunities for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Bield has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic as set out above). This is demonstrated through our defined and published pay scales and job evaluation process. We also have a robust and transparent approach to recruitment, appointing candidates based on performance and competence.



What else are we doing about it?

Firstly, it is important that we create a wider evidence base of data to identify and remove any potential barriers to gender equality. This may include a focus on ensuring our approach to recruitment, promotion and flexible working practices don't create unnecessary barriers for those seeking employment and in particular progression to more senior roles in Bield. Also continued focus on increasing the proportion of male employees, particularly in frontline roles, will create balance within our workforce, with priorities identified in relation to:

Area	Actions
Recruitment	Bield are committed to monitoring our recruitment and selection processes to ensure that there are no barriers to developing a diverse workforce. We have reviewed our recruitment, selection and induction processes, which will help us to respond effectively to sector-based recruitment challenges.
Retention	Bield values the skills, knowledge and wealth of experience that our long-serving and often older workforce and older bring to Bield and our customers. They bring stability, life experience and resilience, ensuring that our services are delivered by a workforce with shared values and long-term commitment. It is important that we work hard to retain these employees and all that they bring to Bield.
Development	We will continue to provide professional and personal development opportunities, focussing on the creation of career and skill development pathways to support individual progression.
Flexibility	Enabling and supporting colleagues to achieve a better work/life balance and promoting flexible working and adaptable career paths create an inclusive environment for those who need a career that fits around their lives.

Bield will continue to take the gender pay gap seriously and is committed to taking reasonable steps to reduce and ultimately eliminate the gender pay gap but in doing so we also need to be mindful of the wider set of protected characteristics. We recognise that it is unlikely that these initiatives will remove the gender pay gap and it may be several years before some will have any impact at all. In the meantime, Bield will report progress annually in line with our legal obligations.