



GENDER PAY

GAP REPORT

COASTAL HOUSING GROUP - MARCH 2024



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 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 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.

Additionally whilst for the purpose of Gender Pay reporting Coastal have 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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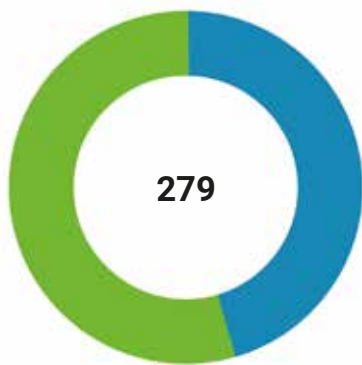
# Workplace Profile

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

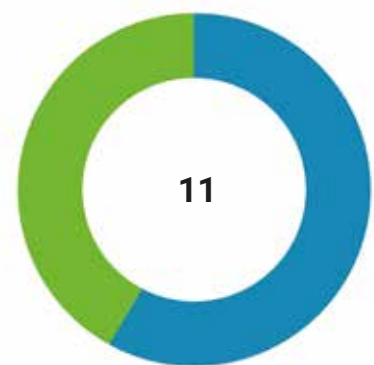
Our Management Team represents our approach to talent management at Coastal where there is a good gender balance.

**Total number of employees**



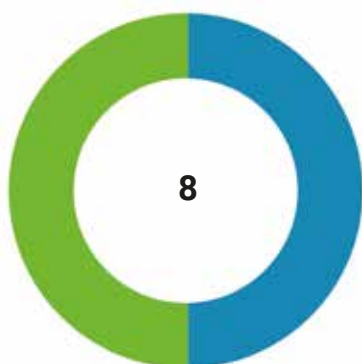
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**Senior management**

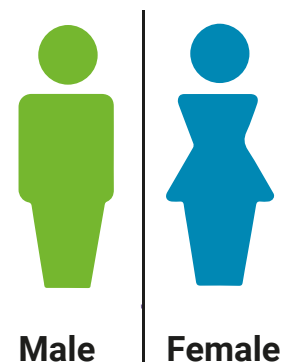


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**Board**



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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.

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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 -2.4%

Our **median** gender pay gap is -0.1%

## Mean hourly rate



Female  
£19.30



Male  
£18.84

## Median hourly rate



Female  
£15.49



Male  
£15.47

Across the UK men earned 7.7% more than women in April 2023 (this being the data for the year 2022/23), down from 14.9% the previous year according to the Office of National Statistics (ONS). This shows that the gap is narrowing nationally and it is reported that the gap has closed by a quarter over the last decade.

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 with the mean working out at -2.4% and the median at -0.1% which is a continuation of the trend from last year where the gap was -1.8% and -1.4% again with female employees on average paid more than male employees.

This is still far below the national average although thankfully Coastal are becoming less of an outlier. In previous years the gap in Coastal has fluctuated between 5% and -5% since Coastal first started reporting on Gender Pay 5 years ago. Our prediction would be that next years pay gap will fall somewhere within that range.

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We embrace people with diverse

backgrounds, skills and cultures.

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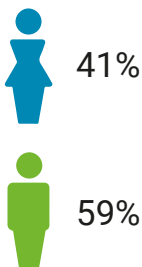


# Percentages of Males and Females in Each Pay Quartile

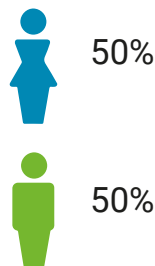
The Lower Quartile which contains Coastal's entry level roles contains more men than women with men representing 59% of the number of employees who sit in this quartile. The lower middle quartile is evenly split across both genders. The upper middle and upper quartile both have more male than female employees at 52% and 54% respectively. The overall split between male and female employees working for Coastal is 54% male against 46% which accounts for the disparity in representation between the quartiles as Coastal has more male than female employees which is mostly down to the Maintenance Department.

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.

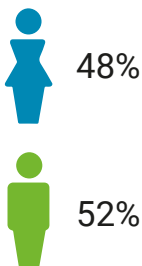
## Lower



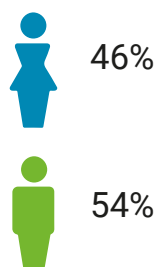
## Lower middle



## 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.



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Everyone is valued as an individual

and treated with courtesy.

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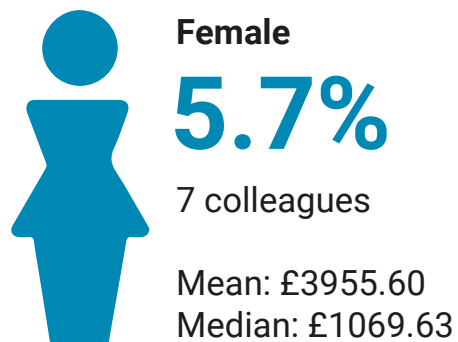
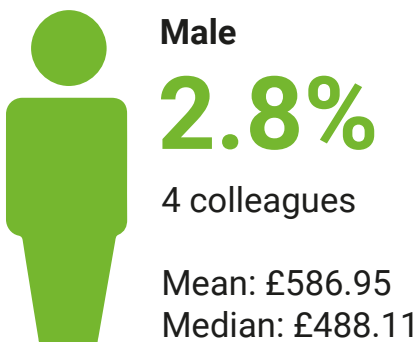
# Bonus Gap

At Coastal we believe that we pay fair salaries based on an individual's role. We do not generally pay bonuses to members of staff and have in the past only paid bonuses on a small number of exceptions based on industry practice for specific roles.

The only role at Coastal that has a contractual bonus payment is Pennant Sales Advisors. This is because it is a standard method of remuneration for these types of roles. Coastal only has 5 employees who were engaged in these roles all of whom were female. Following restructuring of the Development Department these roles no longer exist. Bonuses were paid based on a percentage of actual sales by the individual employees.

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.

In the year 2022/23 there were 6, 4 male and 2 female employees, who took their Long Service Award as a payment. The majority of bonus payments were however paid as sales commission to Pennant employees who as stated above were all female.



Mean gender pay gap  
for bonus pay  
**-573.92%**

Median gender pay gap  
for bonus pay  
**-119.14%**

# The Future

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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