



BOURNEMOUTH CHURCHES HOUSING ASSOCIATION (BCHA)

GENDER PAY GAP REPORTING 5 Apr 2026 (BASED ON 05/04/2025 DATA)

Our gender pay gap has decreased from 6.3% to 5.9%

NUMBER OF REPORTABLE EMPLOYEES

Full Pay employees for the reporting period totalled 409, consisting of 161 males and 248 females.

- The mean gender pay gap is **5.9%** (2024 – 6.3%)
- The median gender pay gap for Organisation **2.4%** (2024 – 0%)
- The mean gender bonus gap for Organisation **0%** (2024 – 0%)
- The median gender bonus gap for Organisation **0%** (2024 – 0%)

- **THE MEAN GENDER PAY GAP PER HOUR IS 5.9%**

| | |
|-------------------------------|--------|
| Mean Hourly Pay for Men £ | £16.27 |
| Mean Hourly Pay for Women £ | £15.30 |
| Difference as a % of male pay | 5.9% |

- **THE MEDIAN GENDER PAY GAP FOR ORGANISATION 2.4%**

| | |
|-------------------------------|--------|
| Median Pay Rate for Men £ | £13.69 |
| Median Pay Rate for Women £ | £13.36 |
| Difference as a % of male pay | 2.4% |

- **THE MEAN AND MEDIAN GENDER BONUS GAP FOR ORGANISATION 0%.**

The mean and median gender bonus gap were both 0%. BCHA did not award bonuses in the April 2025 pay period (2024 – nil), as a result there are no differences to report.

- **THE PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE ARE:**

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

| Band | Males | Females | What is included in this band? |
|------|-------|---------|---|
| A | 9.75% | 22.70% | All employees whose standard hourly rate is within the lower quartile, % of total workforce |
| B | 4.65% | 17.1% | All employees whose standard hourly rate is more than the lower quartile but the same or less than the median, % of total workforce |
| C | 9.27% | 15.90% | All employees whose standard hourly rate is more than the median but the same or less than the upper quartile, % of total workforce |
| D | 7.10% | 4.90% | All employees whose standard hourly rate is within the upper quartile, % of total workforce |

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

It is important to note that at time of data 61% of BCHA workforce is female and 39% of our workforce is male.

• SUMMARY NARRATIVE

BCHA's gender pay gap figures are below the national average of 6.9%*.

BCHA remains committed to sustaining improvements to bring about greater equality, ensuring its policies reflect fairly and equally to men and women and continues to monitor gender pay and other Equality practices.

The key factors influencing our Gender Pay Gap include:

- BCHA's gender pay gap has decreased by 0.4% in this reporting period.
- BCHA employs more females than males with a current ratio of 61% females and 39% males.
- Females within the upper pay quartile are unchanged.
- Females in Lower Middle and Lower pay quartiles represent 39.8% of the total workforce.
- The variance between our Upper quartile is 2.2% difference between male and females.
- BCHA has made an ongoing commitment to enabling flexibility and will be including this within its retention strategy.
- BCHA will continue to promote flexible working opportunities across the organisation.

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

Lorraine Mealings
CHIEF EXECUTIVE

DATED April 2026