



Gender Pay Gap Report

(for former RHA Wales employees)

This year's Gender Pay Report will cover the last set of figures prior to the merger with Coastal Housing Group to become Beacon Cymru Group.

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

At Beacon, we value diversity in our workforce and it is important to us that our people reflect the community we are here to serve. We are passionate about ensuring that our team feel valued and are always treated fairly.

Our Corporate Plan sets out a clear commitment to equality, diversity and inclusion.

Under the People theme, we commit to:

- Providing a working environment which helps maximise the potential of our people
- Ensuring an inclusive workforce and culture for our staff and tenants

Our Equality, Diversity & Inclusion Strategy commits to us continuing to deliver progressive, transparent and fair working practices for our team. We welcome the legal and regulatory requirements placed upon us in relation to equality and diversity and we always aim to do more.

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We believe it's really important to treat

everyone fairly, and with dignity and respect.

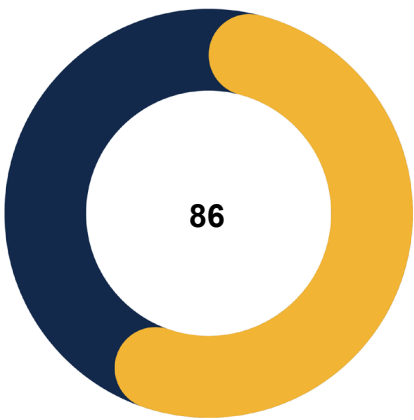
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Workplace Profile

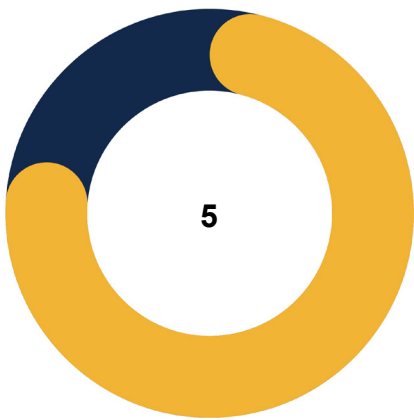
RHA’s workplace profile reflected our commitment to equal opportunities with 51 of our 86 employees being female with the remaining 35 male. The Senior Management Team was made up of 4 female employees and 1 male employee which is a contributory factor towards our positive gender pay position.

Total number of employees



35 | 51

Senior Management

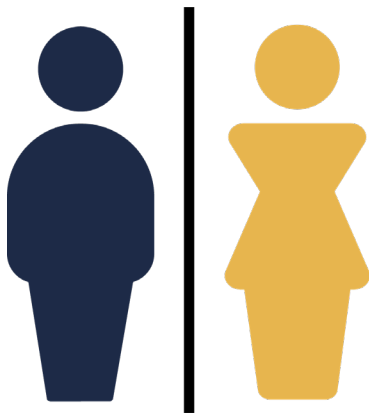


1 | 4

Board



8 | 3



Male

Female

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We believe that everyone matters and we

actively promote equality, diversity and fairness.

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Gender Pay Gap

Our **mean** gender pay gap is 0.76%

Our **median** gender pay gap is 5.3%

Mean hourly rate

 Female
£21.12

Median hourly rate

 Female
£18.40

 Male
£21.29

 Male
£19.43

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 we began reporting the Gender Pay Gap in 2020 RHA have reported near parity in gender pay with minor variations year on year. This year RHA are reporting a very slight gender pay gap in favour of male employees with the mean working out at 0.76%. This represents an improvement on the 2023 figures where we reported a 5.3% pay gap in favour of male employees.

RHA's Gender Pay Gap falls well below the national average and reflects our commitment to equal opportunities. Coastal have reported a mean pay gap of -4% (4% in favour of female employees) and median pay gap of 1.4% meaning the 2 organisations both have a good gender balance in pay and opportunities. 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.

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We embrace people with diverse

backgrounds, skills and cultures.

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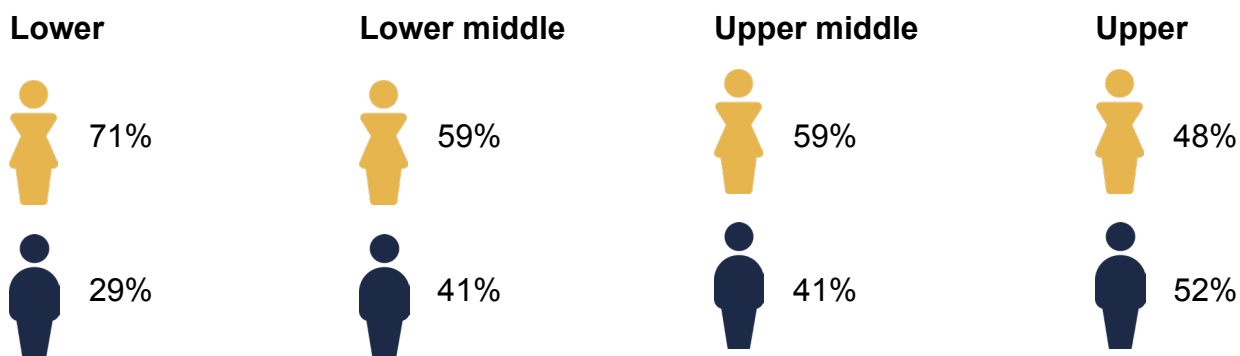


Percentages of Males and Females in Each Pay Quartile

The Lower Quartile which contains RHA's entry level roles contains more women with female employees representing 71.25% of the number of employees who sit in this quartile. The Lower Middle Quartile contains more female than male employees with 59.1% of the quartile being made up by women. Likewise the upper middle quartile has female employees at 59.1%. The Upper Quartile is split 52.38%-47.62% with more male employees.

Overall as the headline Gender Pay figure indicates there is a relatively proportionate spread of male and female employees across the four quartiles with women making up 59% of total RHA employees. A higher proportion of male employees in the lower quartile would result in an even closer balance in gender pay. As this is the final year of reporting as RHA any changes would be reflected in the combined Beacon report in 2026.

For the purpose of the report, Beacon are required to split RHA 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

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and treated with courtesy.



The future

RHA have 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 handwritten signature of Matthew Romans on a dark blue background.

Matthew Romans
HR Business Partner



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 handwritten signature of Luke Takeuchi on a dark blue background.

Luke Takeuchi
Chief Executive