



# Gender Pay Gap Report



This is the first year that Beacon will publish Gender Pay figures based on figures unique to Beacon. Last year we published the last set of figures relating to RHA and Coastal. Beacon is 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 Beacon 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 2025 Beacon 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 Beacon and have continued to regularly benchmark roles.

Additionally, whilst for the purpose of Gender Pay reporting Beacon has 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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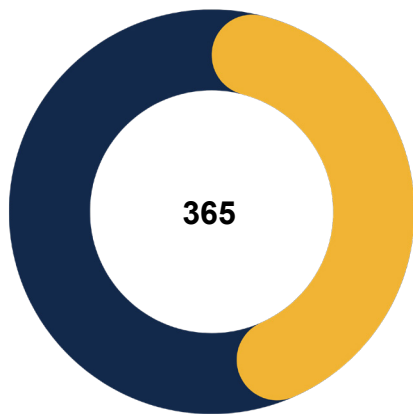
# Workplace Profile

Beacon's workplace profile has traditionally been a roughly equal split between male and female employees following on from Coastal and RHA's previous compositions. At present there is only a slight gap with 20 more male than female employees which is a 5% difference.

Our Management Team represents our approach to talent management at Beacon where there is a good gender balance with more women at executive level and more men at Director level resulting in an even balance at SMT.

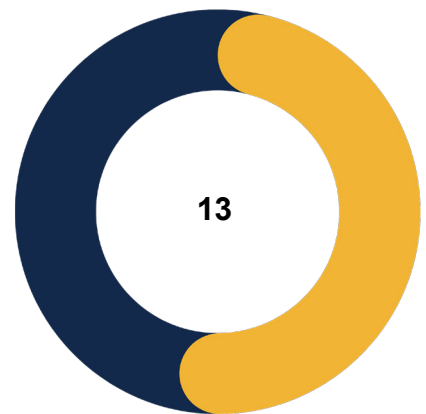
The Board at Beacon at present has more male than female members however this is something that we would like to address through further recruitment to ensure that the Board represents a diverse group while continuing to provide the skills needed for the governance of Beacon.

## Total number of employees



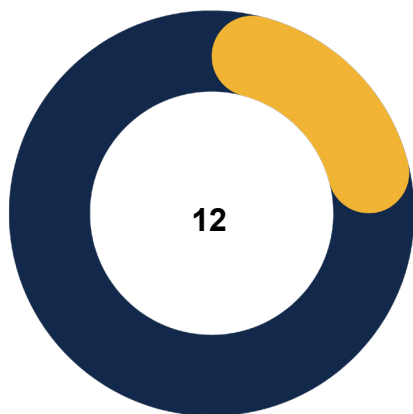
192 | 173

## Senior Management

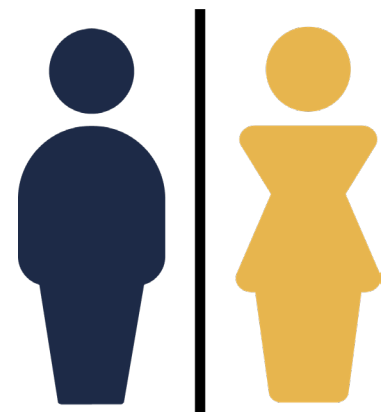


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## Board



9 | 3



Male

Female



**We believe that everyone matters and we**



**actively promote equality, diversity and fairness.**



# Gender Pay Gap

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Our **mean** gender pay gap is -0.16%

Our **median** gender pay gap is 0.72%


## Mean hourly rate

 Female  
£20.29

## Median hourly rate

 Female  
£17.59

 Male  
£20.26

 Male  
£17.71

Across the UK men earned 12.8% more than women in April 2025 (this being the data for the year 2024/25) down from 13.1% the previous year according 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 the advent of Gender pay reporting both RHA and Coastal have reported near parity in gender pay with minor variations year on year. This year Beacon are reporting a very slight mean gender pay gap in favour of female employees and a median conversely slightly more favourable towards male colleagues. The mean works out at -0.16 and the median at 0.72%. This is a really good indicator that there is a good gender balance with less than 1% gap either way.

This is well below the national average and our experience is that the gap has fluctuated between 5 % and -5% since Coastal first started reporting on Gender Pay 5 years ago. Our prediction for next year's pay gap will fall somewhere within the +/- 5% range as no major changes are planned that should adversely impact this figure.



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**We embrace people with diverse**

**backgrounds, skills and cultures.**

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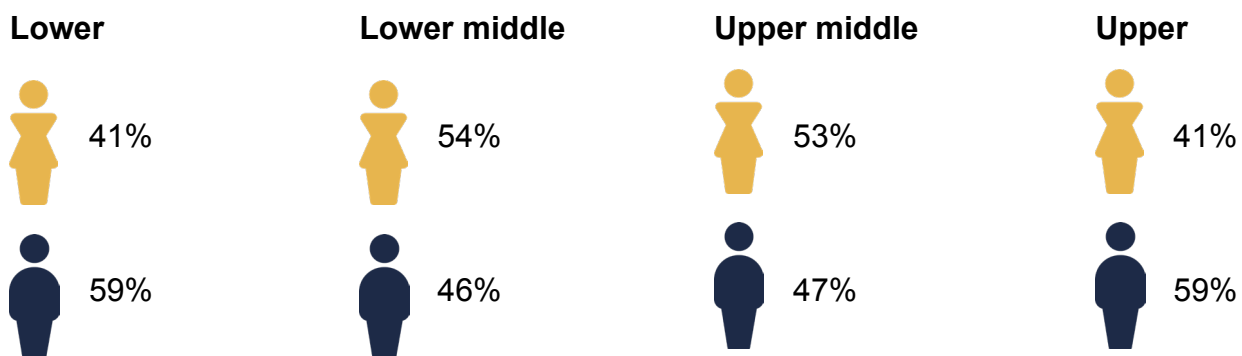
# Percentages of Males and Females in Each Pay Quartile

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

The Lower Quartile which contains Beacon'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 has more female employees at 54%. Likewise, the upper middle quartile has more female employees at 53%. The Upper Quartile is split 59%-41% with more male employees which is the same as last year.

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.



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Everyone is valued as an individual

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and treated with courtesy.



# Bonus Gap

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At Beacon we believe that we pay fair salaries based on an individual's role. We do not generally pay bonuses to members of staff however in the past Pennant had a number of roles that followed industry practice however there are no current Pennant employees to receive a bonus.

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 Beacon. 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 either Coastal, RHA, or Beacon.

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. For the purpose of the report, it is only those who chose to cash in their long service award who are included in these figures

In the year 2024/25 there were 13, 11 male and 2 female employees who took their long service award as a payment. During this period Beacon did not pay out any other bonuses so the only bonuses paid to staff were long service awards. As more male employees chose to receive their LSA as a payment in this period this is reflected in the difference between the amounts paid although the value of paid bonuses in Beacon is very low.



**Male**

**8.2%**

Mean: £616.85  
Median: £50.00



**Female**

**2%**

Mean: £651.88  
Median: £50.00

Mean gender pay gap for bonus pay

**91.9%**

Median gender pay gap for bonus pay

**92.3%**

# The future

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Beacon is 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 Beacon 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 white handwritten signature of Caroline Belasco on a dark blue background.

Caroline Belasco  
Executive Director of People



## 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 Debbie Green on a dark blue background.

Debbie Green  
Chief Executive