

**Disability
Pay Gap Report**

For the year ended
31 March 2024



“Committed
to being a diverse
and inclusive
employer”

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Chief Executive Foreword



Our second Disability Pay Gap Report highlights our ongoing commitment to creating an inclusive society.

Listening to residents is vital to delivering safe, secure and accessible homes, while meeting our obligations under the Regulator of Social Housing's Consumer Standards and Tenant Satisfaction Measures.

At Eastlight, 77% of residents have told us they are affected by a physical, mental or cognitive condition that impacts on how they interact with us. Through engagement, including one-to-one interviews, we have gained invaluable insights into what we do well and where we need to improve.

Our aim is to offer homes and services that can adapt to the diverse needs of our customers, while ensuring clear communication and tailored solutions that empower people to live with independence and dignity.

In 2023–24 we achieved Disability Confident Leader status, the highest level in the Government's Disability Confident scheme. We also became a Founding Partner of disability organisation Purple, reaffirming our dedication to keeping disability inclusion at the forefront of our work.

We collaborate with a range of strategic partners who enable us to boost awareness amongst colleagues about the challenges faced by those with varying disabilities. Together, we create bespoke opportunities for disabled residents and employees to foster greater equity in our workplace and the services we provide in the East of England.

By completing Equality Impact Assessments we create policies, processes and activities that aim to reduce barriers or disadvantages to any protected groups. In addition, our people are strongly encouraged to consult directly with residents to ensure their voices help guide our actions.

Our people continue to play a key role in defining and shaping our disability inclusion journey. For example, our people can easily access sunflower lanyards to identify their hidden disabilities, and they can take part in reverse mentoring schemes to share their lived experience with our Board and Leadership Team members in relation to a protected characteristic.

At Eastlight, we believe that accessibility benefits everyone, not just those with disabilities. Through this lens, we ensure our workplace, homes and services are designed to enable all residents and colleagues to thrive.

Emma Palmer

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Chief Executive Officer

Eastlight Community Homes

Disability Pay Gap Report 2023–24

Our voluntary Disability Pay Gap Report is based on the data as at 31 March 2024. It provides a baseline for future analysis and underpins our desire to create a more accessible and inclusive workplace and society.

The Disability Balance of Eastlight’s workforce:



43

disabled colleagues (51 in 22–23)



386

non-disabled colleagues (405 in 22–23)



32

colleagues that have chosen not to disclose a disability (five in 22–23).

What is the Disability Pay Gap at Eastlight?

The mean disability pay gap is a measure of difference in average hourly earnings between disabled and non-disabled colleagues.

The median disability pay gap is the middle hourly earnings for disabled and non-disabled colleagues when all values are listed in numerical order.

Those who have chosen not to tell Eastlight about their disability (32 colleagues) are not included in the below:

Mean



11.9%

Disabled colleagues at Eastlight earn **11.9%** more than colleagues who disclosed they do not have a disability (a **3.8% rise on 22–23**).

Median



0%

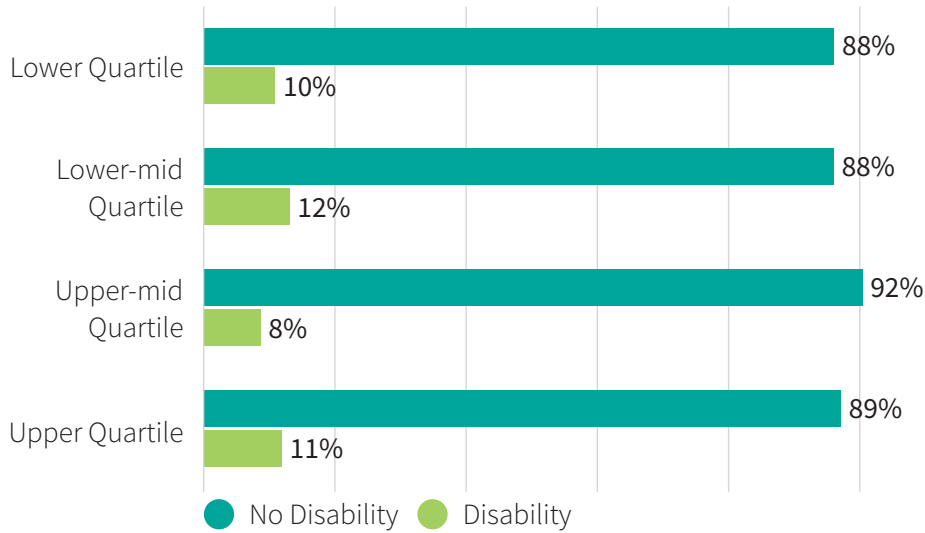
The median pay gap between disabled and non-disabled colleagues is **0%** (**down from 8.2% in favour of disabled colleagues in 22–23**).

9.3%
of colleagues have disclosed they live with a disability (461 total number of staff members).

Non-disabled employees across the UK earned **12.7%** more than disabled employees in 2023 (Source: Office for National Statistics)

Disability representation in pay quartiles*

The proportion of disabled and non-disabled persons in each pay quartile:



*Table excludes those that have preferred not to inform Eastlight of their disability.

Pay Gap in Numbers



5.4%

Disabled colleagues earn **5.4% more** than non-disabled colleagues (**lower-pay quartile**).



4.0%

Disabled colleagues earn **4.0% more** than non-disabled colleagues (**lower-mid pay quartile**).



5.7%

Disabled colleagues earn **5.7% more** than non-disabled colleagues (**upper-mid pay quartile**).



24.6%

Disabled colleagues earn **24.6% more** than non-disabled colleagues (**upper-pay quartile**).



Bonus Pay Gaps

For the year ended 31 March 2024, 398 (91%) of our people received a formal bonus consisting of cost-of-living payments – which were available for team members at Manager-level and below – and in some cases, retention payments.

The mean bonus pay for disabled and non-disabled colleagues at Eastlight is as follows:



Disabled colleagues

98%

of disabled colleagues received a bonus payment (42/43)

£2,089

average bonus pay for disabled colleagues



Non-disabled colleagues

90%

of non-disabled colleagues received a bonus payment (347/386)

£592.00

average bonus pay for non-disabled colleagues

Bonus Pay in Numbers



252%

Disabled colleagues received **252% more bonus pay** than non-disabled colleagues (a **264% increase** on 22–23, when non-disabled colleagues received 12% more bonus pay than disabled colleagues).



0%

The median bonus pay – the number of disabled colleagues who received bonus pay, compared to the number of non-disabled colleagues that received bonus pay – is **0%**.

Disabled employees received **more** bonus pay than non-disabled employees

Closing the Gap

Eastlight is taking proactive steps towards reducing the disability pay gap and promoting equity within the workplace. We regularly monitor and evaluate our actions, tracking progress and flexing our approach, where appropriate.

Our People Services & Organisational Development Team report on pay gap findings to our Board on an annual basis, with key outcomes and actions agreed and embedded throughout the organisation. We share these findings with our employee groups and colleagues, identifying areas where we can collaboratively improve our workplace environment together.

Please get in touch if you'd like to support Eastlight's commitment to being a diverse and inclusive employer.



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