

**Ethnicity  
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



**I am proud to present Eastlight Community Homes' Ethnicity Pay Gap Report for 2023–24. For the second consecutive year we are pleased to share positive pay gap results.**

At Eastlight, we believe diversity enriches our workforce and strengthens our organisation. By ensuring our colleagues reflect the communities we serve, we create a culture where everyone feels seen, heard and supported. This commitment empowers us to challenge unconscious bias, address negative behaviour and continually improve our services and communications.

To deepen our understanding of our workforce and communities we combine Eastlight data and insights with respected housing sector EDI tools to ensure our future actions, including our strategies and policies, are informed, impactful and inclusive.

Our pay quartile analysis, particularly in areas where disparities persist, allows us to learn from past decisions and take meaningful action. We collaborate with colleagues, residents and groups, such as our Customer Influence Committee, to implement effective plans that promote diversity and inclusion.

We are also focused on equipping our people with the knowledge and skills to address race-related issues, fostering cultural awareness and encouraging inclusive behaviour. Celebrating awareness campaigns and partnering with EDI leaders within and beyond the social housing sector are essential steps toward achieving these goals.

As we strive to remain an employer of choice in the eastern region, we continually adapt and refine our recruitment strategies to attract and retain talented individuals from under-represented and diverse backgrounds, enabling colleagues and the organisation to succeed over the longer term.

While we are encouraged by our continued progress, we remain steadfast in holding ourselves accountable. From our Board and Leadership Team to each Eastlight team member, we are determined to create equitable opportunities for our people and residents so they can develop their ambitions and deliver meaningful, lasting change for years to come.

*Emma Palmer*

**Emma Palmer**  
Chief Executive Officer  
Eastlight Community Homes

# Ethnicity Pay Gap Report 2023–24

**Our voluntary Ethnicity 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 diverse and inclusive workplace and society.**

At Eastlight, we refer to ‘ethnicity’ as opposed to ‘race’. We believe consistent terminology helps us to understand our data more accurately.

We use ‘ethnic minorities’ to refer to all ethnic groups, except the ‘White British’ group. Ethnic minorities in this report also includes white minorities, such as Gypsy, Roma and Irish Traveller groups.

We avoid using terms such as BAME (Black, Asian and Minority Ethnic) or BME (Black and Minority Ethnic) because they can exclude other ethnic minority groups and produce misleading interpretations of data. We also do not use the term ‘non-white’.

## The Balance of Ethnicity of Eastlight’s workforce:



**394**

White British colleagues (410 in 22–23)



**33**

colleagues belonging to an ethnic minority group (44 in 22–23)



**34**

colleagues who have chosen not to disclose their ethnicity (seven in 22–23)

**7.2%**

of colleagues belong to an ethnic minority group (461 total staff members).

### What is the Ethnicity Pay Gap at Eastlight?

The mean ethnicity pay gap is a measure of difference in average hourly earnings between White British colleagues and those belonging to an ethnic minority group. The median ethnicity pay gap is the middle hourly earnings for White British colleagues and ethnic minorities when all values are listed in numerical order.

Those who have chosen not to tell Eastlight about their ethnicity (34 colleagues) are not included in the below:

#### Mean



White British colleagues earn **3.0% more** than Ethnic Minority colleagues at Eastlight (a **11.1% rise** on 22–23, when Ethnic Minority colleagues earned 8.1% more than White British colleagues).

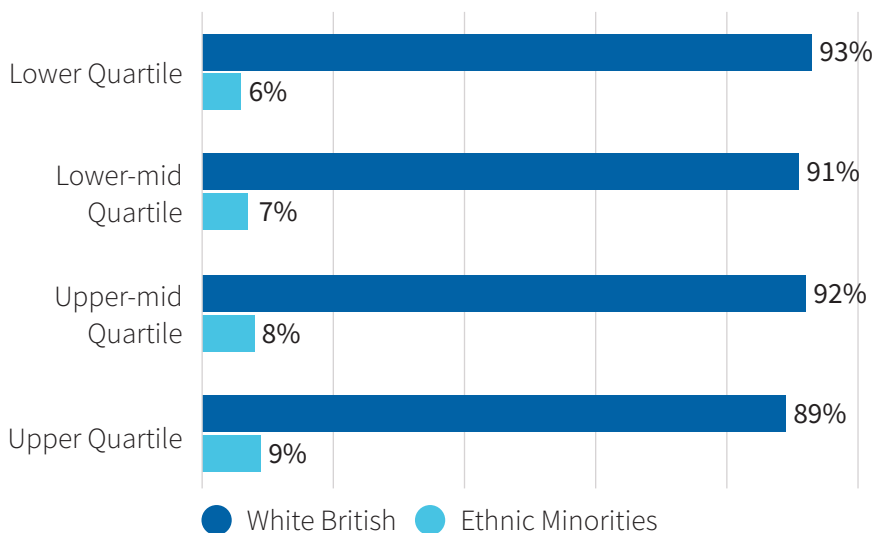
#### Median



Ethnic minority colleagues earn **0.2% more** than White British colleagues at Eastlight (a **0.1% rise** on 22–23, when ethnic minorities earned 0.1% more than White British colleagues)

### Ethnicity representation in pay quartiles\*

The proportion of White British and Ethnic Minority colleagues in each pay quartile:



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



### Pay Gap in Numbers



**11.5%**

The largest pay gap sits within our **upper-pay quartile (11.5%)**.

In 2022–23, our largest pay gap sat within our lower-pay quartile (**21.2%** in favour of White British colleagues).



**0.4%**

Our smallest pay gap sits within our **lower-middle pay quartile (0.4%)**.

In 2022–23, our smallest pay gap sat within our upper-pay quartile (**-0.4%** in favour of ethnic minorities).

### Our focus



We are aware that, year on year, our pay gaps change significantly, particularly as we increasingly promote more inclusive workplace. Our focus remains on attracting diverse talent across our entire workforce, including to positions that belong to our upper and lower quartiles, while ensuring our people – regardless of ethnicity – are paid fairly for the work they do.

## 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 White British and ethnic minorities at Eastlight is as follows:



**White British colleagues**

**91%**

of White British colleagues received a bonus payment (360/394)

**£781.26**

average bonus pay of White British colleagues

## Ethnic Minority colleagues



**85%**

of Ethnic Minority colleagues received a bonus payment (28/33)

**£500.57**

average bonus pay of ethnic minorities

## Bonus Pay in Numbers



**35.5%**

White British colleagues received **35.5%** more annual bonus pay than ethnic minorities (a **24.2%** rise on 22–23, when White British colleagues received **11.3%** more bonus pay than ethnic minorities).



**19.6%**

The median bonus pay – the number of White British colleagues who received bonus pay, compared to the number of Ethnic Minority colleagues who received bonus pay – is **19.6% in favour of White British colleagues.**

We remain focused on employing more ethnic minorities across our workforce to ensure a better balance between salary and bonus pay awarded to each group respectively.

# Closing the Gap

**Eastlight is taking proactive steps towards reducing the ethnicity 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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