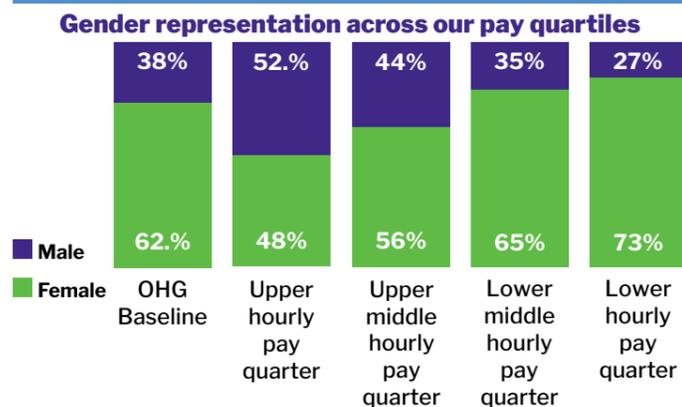
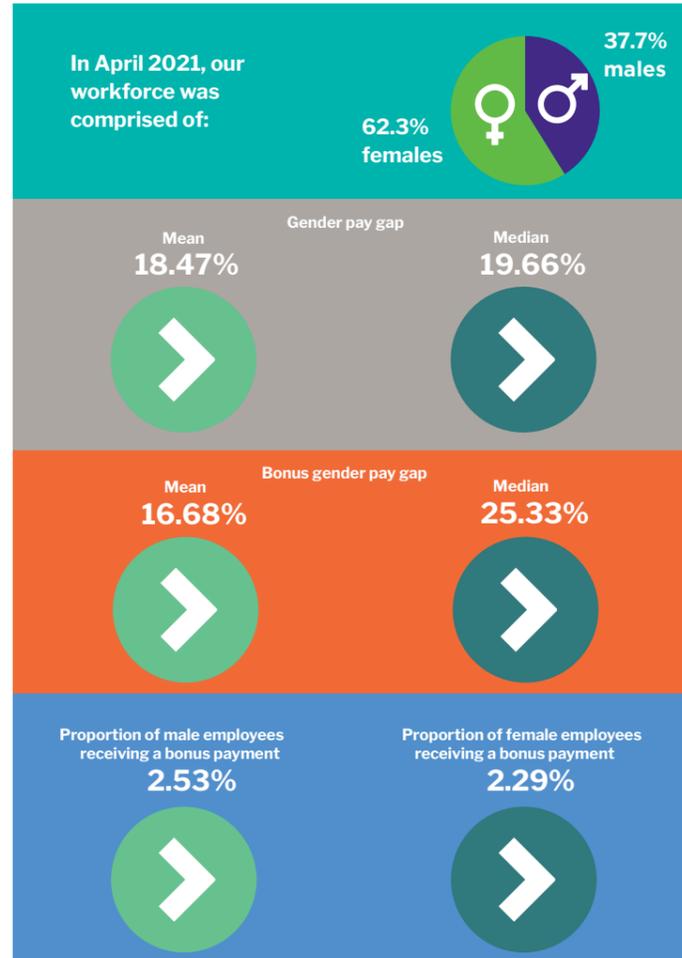


One Housing's Gender Pay Gap 2021 (published 2022)



At One Housing, we are committed to supporting and promoting equality, diversity and inclusion. We work hard to create a culture that celebrates diversity, ensuring that everyone can bring their whole, true, authentic self to work.

It is one of our values to treat everyone as individuals, respecting their diverse backgrounds, characteristics and contributions.



*OHG Baseline percentages are derived from OHG workforce

Our ambition is that our workforce diversity reflects the customers and communities we serve.

We recognise that it is important to publish and monitor pay gaps as it can help to understand the reasons for any gap and develop action plans to tackle the causes.

This is different from equal pay which is where people from all gender and ethnic backgrounds working in the same job should be paid the same.

Highlights

Overall we can see an improving picture compared to previous reports:

- Our **mean gender pay gap** reduced from 23.04% in 2018 to **18.47%** in 2021. Overall, this is a reduction in the gap of 4.57% since 2018 when the figures were first provided.
- Our **median gender pay gap** was 24.81% in 2020 and reduced to **19.66%** in 2021, an improvement of 5.15%.
- OH's **mean bonus pay gap** was 19.09% in April 2020 and 16.68% in 2021. This shows a reduced gap between 2020 and 2021 of 2.41%. Overall the proportion of female staff receiving a bonus increased from 0.93% in 2020 to 2.29% in 2021. NB The 2020 figures reflect the payments made in 2019/20 to Senior Leadership Team members in recognition of their performance in 2018/19 and the 2021 figures reflect the payments made to this small group of senior staff in 2020/21 for their performance in 2019/20.
- Our gender balance within the upper two pay quartiles is improving with more female staff than men paid in the upper middle and only 4.20% more men than women paid in the top quartile. The percentage of women in the highest paid roles has increased from 30% in 2019 to 45% in 2021.

Why is there a gap?

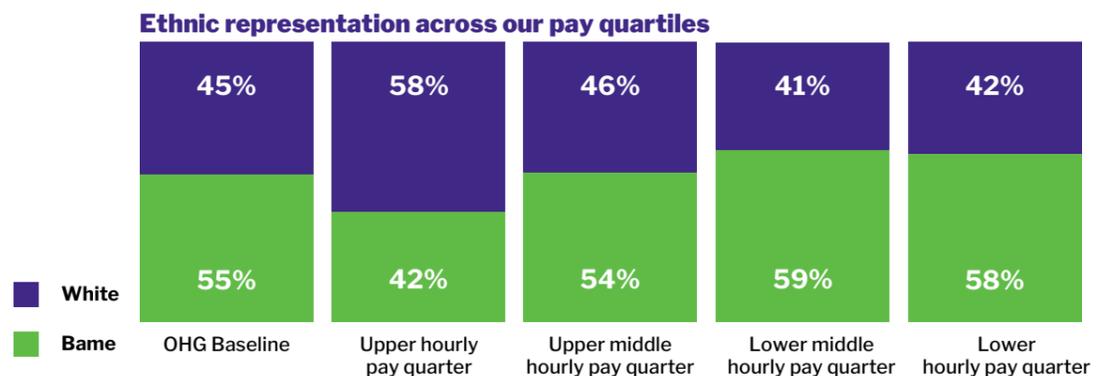
The main explanation for our gender mean and median pay gaps is because a higher proportion of our frontline Care & Support staff who are paid in the lowest quartile are female. This is not unusual as according to the World Health Organisation "women form the beating heart of every health system and 70% of workers in the global health and social sector". In 2021 **77.1%** of our Care & Support staff were female and made up **73%** of those paid in the lowest quartile.

If we exclude frontline Care & Support staff from our calculations our mean gender pay gap disappears to **-2.06%** and our median gender pay gap disappears even further to **-5.57%**.

Please note: We recognise that for a small but growing number of people, gender does not simply refer to male and female. For the purposes of this report, however, our gender pay gap is calculated using the approach required by the current Government regulations.

Our Ethnicity Pay Gap

As of April 2021, our workforce consists of 50.3% of employees from Black, Asian and other minority ethnic groups. Although organisations are not yet required by the Government to publish their ethnicity pay gap, we have calculated that our **mean ethnicity pay gap** was 15.89% in 2020 and 18.36% in 2021, so a slight increase. Our **median ethnic gap** in 2021 calculated as **13.73%**.



*OHG Baseline percentages are derived from OHG workforce

*Figures are based on 92% of employees who have disclosed their ethnicity for the period

Actions

- Continue to offer some development activities targeted at female colleagues and those from Black, Asian and other minority ethnic groups.
- Continue to apply the 'Rooney Rule' guaranteed job interview scheme for female and Black, Asian and other minority ethnic candidates who meet the essential job criteria.
- Work with our active Diversity Networks representing women, Black & Asian, LGBTQ+ and disabled colleagues on tailored ways to attract, recruit, develop, promote and retain people from all diverse backgrounds.
- Implement the wider actions from our recently agreed Equality, Diversity & Inclusion Strategy to nurture the development and careers of people from all diverse groups at One Housing, to enable them to reach their potential and thrive.

