



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

We were pleased to see from our recent staff survey that **71%** of colleagues at One Housing are committed to building a diverse and inclusive organisation.

As an organisation, publishing and monitoring pay gaps will help us understand the reasons for any gap and consider whether there is a need to develop action plans to tackle the causes. This is different from equal pay which highlights when people are paid differently for the same job.

### Pay Gap

**OH (One Housing Group) has reduced its mean gender pay gap from 23.04% in 2018 to 21.35% in 2019 and down to 18.08% in 2020. This is a reduction of 4.96% since 2018.**

**Our figures for 2019 excluding our Care & Support schemes was 8.18% this is now down to -2.43%.**

This is largely because of proactive measures to encourage more women to apply for our senior roles and demonstrated by an increased representation of the female group in our leadership roles. In **2019** we had **30%** of women in the top 20 highest paid roles and this has increased to **45%** in **2020**. We also ensure pay decisions take account of the need to close the existing gap. The mean gender pay gap is calculated from the difference between the average salaries of men and women.

Our median gender pay gap was **13.57%** in **2019** (**7.05%** excluding care and support) and **24.81%** in **2020** (**-3.4%** excluding Care and Support). As the median is calculated from the mid-point salary this figure has increased for the organisation as we now have a higher

percentage of women in our lower quartile when compared to men. This reflects the overall growth of One Housing in the Care and Support function (4 new Care and Support were opened in the Summer/ Autumn of 2019).

According to the World Health Organisation women form **70%** of workers in the global health and social sector, this is also represented at OH with a percentage of **77%** of females working in the Care and Support function.

The quartile table below shows the percentage of each gender at each quartile in OH.

### Our Workforce and Pay Quartile positioning by Gender.

In April 2020, our workforce was made up of **62.18%** females and **37.82%** males. Although this shows an overall increase of 4% male when compared to our 2019 figures. The percentage of women in the lower quartile has increased by **6.24%** because of our growth in the Care and Support function. A considerable number of these roles are care staff working in One Housing's care homes across London and the Southeast, which are carried out by a largely female workforce.

Quartile	Females	Males
Upper quartile (the highest paid 25%)	52.88%	47.12%
Upper middle quartile (the next 25%)	48.83%	51.17%
Lower middle quartile (the next 25%)	61.52%	38.48%
Lower quartile (the lowest paid 25%)	80.42%	19.58%

# One Housing's Gender Pay Gap

## Bonus Payment

The gender pay gap also looks at the difference in bonus payments. OH's mean bonus pay gap was **39.41%** in **2019** and now **19.09%** in April 2020. This shows a closed gap of **20.3%**.

OH continues to pay comparably fewer bonuses as increases are typically consolidated rises to base salary. Only **2.28%** of all men and **0.93%** of all women receive a bonus in **2020**. The bonus level figure is again based on a small number of bonus payments.

Our Median Bonus pay gap was **36.03%** in **2019** and **9.59%** in **2020**.

**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 regulations.**



## Ethnicity Pay Gap:

As of April 2020, our workforce consists of **49%** of employees from Black, Asian and minority ethnic groups. Although organisations are not yet required to publish the ethnicity pay gap, we have calculated that our mean ethnic pay gap was **15.96%** in 2019 and now **15.89%** in 2020, a small improvement.

## Our Next steps:

We continue to develop our Diversity and Inclusion groups reporting on diversity statistics and action plans to our non-executive directors through our People Committee.

We encourage women to develop their careers either in One Housing, or if opportunities are not available, in another organisation with the social housing, care or wider not-for-profit sectors. We run monthly learning and personal development events targeted at supporting women to progress in their careers in One Housing.

We have also seen an increase the representation of women at senior levels of the organisation, with our Executive Team now making up 50% women in 2020.

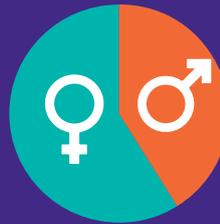
We have introduced the London Living Wage across all our care schemes which is where a considerable number of our female staff are employed.



# One Housing's Gender Pay Gap

In April 2020, our workforce was comprised of:

62.18% females



37.82% males

## Gender pay gap

Mean  
18.08%



Median  
24.81%



## Bonus gender pay gap

Mean  
19.09%



Median  
9.59%



Proportion of female employees receiving a bonus payment

0.93%



Proportion of male employees receiving a bonus payment

2.28%



## Proportion of females and males in each salary quartile band

Upper quartile  
(the highest paid 25%)

52.88%



47.12%

Upper middle quartile

48.83%



51.17%

Lower middle quartile

61.52%



38.48%

Lower quartile  
(the lowest paid 25%)

80.42%



19.58%