



One Housing's Gender Pay Gap (published 2020)

We believe that diversity and inclusion is key for good governance and a well-run organisation. Diversity delivers better services for the communities that we work in, better business outcomes and a better place to work. We are proud to say that we have a good balance of women and colleagues from black, Asian and minority ethnic backgrounds on our Board and Executive Team.

We are proud that 77% of our staff tell us that we encourage equality, diversity and inclusion at work. We have active internal diversity groups for our colleagues and we recognise that diversity is closely linked with resident engagement to build greater trust with the communities we work with. We publicly support and call for improvements in diversity, pledging support to external groups including, Housing Diversity Network, Leadership 2025, Women in Social Housing and House Proud.

As an organisation we must publish the gender pay gap each year. This means we look at the gap between what the average woman and

man receive in the organisation. This is not the same group as equal pay which highlights when men and women are paid differently for the same job.

Pay Gap

As of 5 April 2019 our mean gender pay gap was 21.35% for all of One Housing and 8.18% if we do not include our care and support division.

This is a 2% improvement on what we reported last year for 2018. We know that our overall numbers are largely influenced by our care and support workforce. If we remove this business area then our mean gender pay gap is 8.18%. The mean percentage is worked out by adding all the men's salaries and dividing by the number of men in the organisation and adding all the women's salaries and dividing by the number of women. The mean gender pay gap is the difference between these two numbers.

As of 5 April 2019 our median gender pay gap was 13.57% for all of One Housing and 7.05% if we do not include our care and support division.

This is an increase of 2% since 2018, but remains less than the national average of 17.9%. The median is calculated for each gender by listing all the salaries from highest to lowest and then selecting the number in the middle of that list. The median gender pay gap is the difference between the middle figure for women and for men.

Quartile	Females	Males
Upper quartile (the highest paid 25%)	53.7%	46.3%
Upper middle quartile (the next 25%)	61.1%	38.9%
Lower middle quartile (the next 25%)	68.8%	31.2%
Lower quartile (the lowest paid 25%)	79.3%	20.7%

One Housing's Gender Pay Gap

Our workforce

In April 2019 our workforce comprised 66.9% females and 31.1% males. We have seen a 3% increase in women employed at the top of the organisation as a result of our work of improving diversity and inclusion within the organisation - 50% of our Executive Team are now women.

As in 2018 we can see that the number of women employed in the lower quartile remains high. We know that a significant number of these roles are care staff working in our 16 homes across London and the south east. We also know that other providers report similar or higher gender pay gaps, which demonstrates a national trend in this industry, rather than this issue being specific to us.

Bonus Payment

The gender pay gap also looks at the difference in bonus payments to men and women.

The mean bonus pay gap was 39.41% as of 5 April 2019.

In this period 7.7% of men and 2.7% of women received the bonus, compared to the period 2017/2018 when 41.5% of men and 51.3% of women received the bonus. We have taken steps to improve this by reducing eligibility for bonus payments across the business and the mean bonus pay gap for April 2020 is 19.9%.



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 run monthly learning and personal development events targeted at supporting women to progress in their careers in One Housing.

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

Ethnicity Pay Gap:

Although organisations are not yet required to publish the ethnicity pay gap, we have calculated that the median ethnicity pay gap was 4.3% and the mean ethnicity pay gap was 15.96% as of 5 April 2019.

Our 4 Pay Quartiles

Upper Quartile: This group consist mainly of Executive Team and our senior or specialist managers. This group has a BAME representation of **40.35%**

Upper Middle: This consists mostly of Team Managers, Deputy Team Managers and professional/functional experts. This group consist of 164 BAME which represents **57.54%**

Lower Middle – This group consists mostly of Support Officers, Senior Care Assistants and some Care Assistants who work in London and paid above the London Living Wage. This group has a BAME representation of **68%**

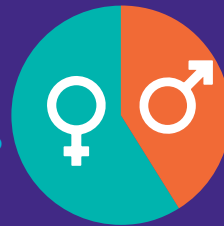
Lower – This group is 99.9% Care Assistants working mostly in the outer London region. BAME representation is **43.51%**



One Housing's Gender Pay Gap

In April 2019, our workforce was comprised of:

66.89%
females



33.11%
males

Gender pay gap

Mean
21.35%



Median
13.57%



Bonus gender pay gap

Mean
39.41%



Median
36.03%



Proportion of female employees
receiving a bonus payment

2.7%



Proportion of male employees
receiving a bonus payment

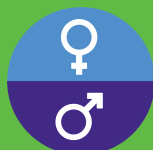
7.7%



Proportion of females and males in each salary quartile band

Upper quartile
(the highest paid 25%)

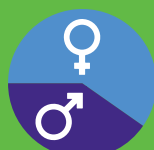
53.7%



46.3%

Upper middle
quartile

61.1%



38.9%

Lower middle
quartile

68.8%



31.2%

Lower quartile
(the lowest paid 25%)

79.3%



20.7%