

## Ethnicity Pay Gap Report 2022

At One Housing (part of The Riverside Group), 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.

Our ways of working and pay structures ensure colleagues are paid equally for the work they do. However, we are conscious that at some levels of our business we are underrepresented by some minority groups and are not as diverse as we would like to be.

### What does our ethnicity pay analysis tell us?

Our mean ethnicity pay gap is 22.42% and with a median rate of 22.28%. This means that the average pay of all employees who come from an ethnic minority background is lower than those who identify as white.

GAP	Mean	Median
Pay £	22.42%	22.28%

The make-up of our workforce is 531 (42%) white and 695 from an ethnic minority background (58%)



### Pay quartiles

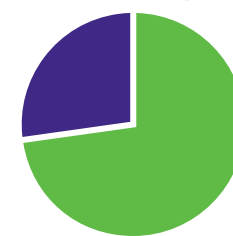
#### How are we doing?

Our ethnicity pay gap is not because of different rates of pay, but because a higher proportion of our large frontline Care & Support workforce, who are paid in the lowest quartile, are from an ethnic minority background.

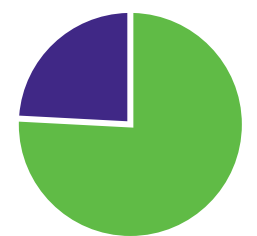
We are proud of the progress we have made, which includes

- We employ a significant proportion of colleagues from an ethnic minority background in our lower middle quartile.
- We have a strong representation of colleagues from an ethnic minority background at 58% across the whole workforce, with 55% paid in the Upper Middle quartile and nearly 40% in the Upper Quartile.
- The make-up of our workforce shows an 8% increase in colleagues from ethnic minority background since 2021. As the population of people from ethnic minority backgrounds in London is currently around 40%, the representation within One Housing is much higher than the total population.

Q1 – Lower quartile  
White 32%  
Ethnic minority backgrounds 68%



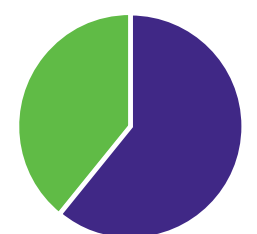
Q2 – Lower middle  
White 36%  
Ethnic minority backgrounds 64%



Q3 – Upper middle  
White 45%  
Ethnic minority backgrounds 55%



Q4 – Upper quartile  
White 61%  
Ethnic minority backgrounds 39%



### How will we continue to make a difference?

At One Housing Group, we are passionate about ensuring our people reflect the communities we serve.

We are determined to create an environment where all our colleagues feel that they can grow and develop, however we know we have a particular need to support colleagues from an ethnic minority background, present and future.

We recognise we do have an ethnicity pay gap and there is more we can do to make sure our colleagues are able to realise their full potential.



#### Growing and retaining talent

We will promote the G15 Accelerate Leadership Apprenticeship and other management development courses such as GEMS to our colleagues from an ethnic minority background and to potential managers.



#### Doing what we can

We anticipate that there will always be a pay gap due to the high numbers of colleagues from an ethnic minority background working in frontline Care & Support roles. While this is typical in the Care sector as a whole, we will do all we can to support our people to progress in their careers with us.



#### Better and stronger together

We will use our increased strength as part of the Riverside Group to collectively focus on reducing imbalances where they exist. While we know there is still much for us to do in this area, we are confident that the combined strength of our new organisation will help to tackle these imbalances for the benefit of colleagues from an ethnic minority background.