

Gender 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.

What does our gender pay analysis tell us?

Our mean gender pay gap is 18.57% and shows a median rate of 20.87%. This has remained broadly static since our 2021 snapshot data. Our mean bonus is -113% and median -66.67%. This negative gap exists because, of those colleagues who received a bonus, the majority were women.

GAP	Mean	Median
Pay £	18.57%	20.87%
Bonus	-113%	-66.67%

The make-up of our workforce is 827 female (62.2%) and 503 (37.8%) male.



Pay quartiles

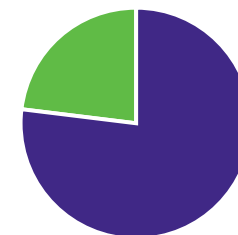
How are we doing?

Our gender pay gap is not because of different rates of pay, but because a higher proportion of our frontline Care & Support workforce, who are paid in the lowest quartile, are female.

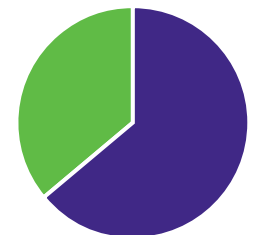
While there is a much higher proportion of female colleagues paid in the Lower and Lower Middle Quartile, female colleagues are also well represented in the Upper Middle and Upper Quartile.

Over the next 12 months, we will continue to focus on improving the representation of females in our upper quartile positions and removing any barriers to progression that we will drive through our colleague groups, EDI Action Plan, new People Plan and Diversity Network Groups, including the expansion of One Housing's Women's Group – WISH (Women in Social Housing) to include Riverside colleagues.

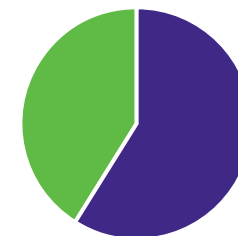
Q1 – Lower quartile
Female 77% Male 23%



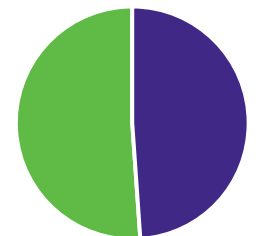
Q2 – Lower middle
Female 64% Male 36%



Q3 – Upper middle
Female 59% Male 41%



Q4 – Upper quartile
Female 49% Male 51%



How will we continue to make a difference?

At One Housing Group, we are determined to create an environment where all our colleagues feel that they can grow and develop, supporting all colleagues regardless of their gender, present and future.

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



Attracting, promoting and retaining talent

We will continue to focus on increasing the representation of women in upper quartile positions and identifying barriers to progression, as well as increasing the representation of males within the care and support sector.



Increasing inclusivity and leading the way

We will continue to promote relevant apprenticeships and other relevant qualifications to our female colleagues to enhance their career opportunities.



Benefits and rewards

We'll continue to promote our flexible working practices, family friendly policies, development opportunities and higher paid vacant roles to all our colleagues.