

One Housing’s Gender Pay Gap

As an organisation employing over 250 people, we are required to publish our gender pay gap, as it was on 5 April 2018.

The gender pay gap looks at the difference in the average pay of men and women in an organisation. This is not the same as equal pay which is where men and women are paid the same pay for the same work.

Pay gap

Our mean gender pay gap was 23.04% as of 5 April 2018. 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 up all the women’s salaries and dividing by the number of women. The mean gender pay gap is the difference between these two numbers.

Our median gender pay gap was 11.36% as of 5 April 2018. 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.

We are committed to building a diverse workforce at all levels of our organisation. Since our first gender pay report was published for April 2017 we have done all the things that we said we would do to support women in their career aspirations. An example includes our innovative **Women in Leadership** apprenticeship scheme.

Since last year’s figures were published, there have also been positive changes in addressing gender equality at our senior levels, with the appointment of more women at Group Director and Director level.

Our workforce

In April 2018, our workforce comprised 63.7% females and 36.3% males.

Quartile	Females	Males
Upper quartile (the highest paid 25%)	50.67%	49.33%
Upper middle quartile (the next 25%)	62.08%	37.92%
Lower middle quartile (the next 25%)	61.74%	38.26%
Lower quartile (the lowest paid 25%)	80.20%	19.80%

We have worked really hard to make sure we have more women at all levels through our structures and we are pleased with the progress we have made in the number of women in the middle and higher end of our structures.

However, we aren't where we want to be in the lower quartile. Our gender pay gap reflects the growth in One Housing's provision of care and support facilities. In the last year, we opened five care homes. Most of the new positions created for these homes were frontline care support staff, and these were predominately filled by women. We know that other care providers report similar or higher gender pay gaps, demonstrating a national trend in this industry, rather than this being specific to us.

As a housing association, we are one of the largest provider of care in London and the South East, supporting over 9,000 people to live independently.

Bonus payments

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

The mean bonus pay gap was 38.32% as of 5 April 2018. This is lower than the previous year which was 46.94%. This is because we changed our bonus system to be fairer, more transparent and equal.

Our next steps

We have implemented many positive changes since April 2018.

However, we will continue to expand in the care sector and this is likely to continue to have an impact on our future gender pay gap negatively.

We pay the voluntary London Living Wage in three out of six boroughs in which we operate and we hope to offer this in other boroughs in the future. Similarly, we have identified training needs to support the career progression of care staff.

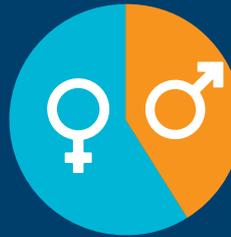
Finally, we have been running a steering group made up of staff from various departments to ensure meaningful discussions are held regarding equality, diversity and inclusion. This group will continue to act to address the issues of BAME and female representation at more senior levels which reflects our workforce as a whole.

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Gender pay gap

In April 2018, our workforce was comprised of:

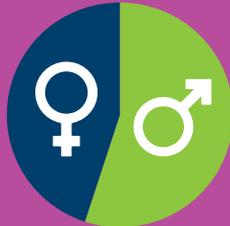
63.7%
females



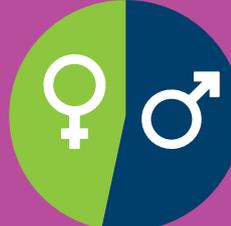
36.3%
males

Gender pay gap

Mean
23.04%



Median
11.36%



Bonus gender pay gap

Mean
38.32%

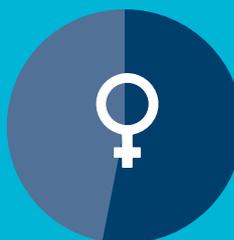


Median
0.0%



Proportion of female employees receiving a bonus payment

53.1%



Proportion of male employees receiving a bonus payment

41.57%



Proportion of females and males in each salary quartile band

Upper quartile
(the highest paid 25%)

50.67%



49.33%

Upper middle quartile

62.08%



37.92%

Lower middle quartile

61.74%



38.26%

Lower quartile
(the lowest paid 25%)

80.20%



19.80%