

Gender pay gap 2019 report

Ensuring all our employees are fairly and equally rewarded for the work they do is important to us, irrespective of gender.

We want all our staff to have access to the best training, development and equal opportunities so they can thrive in their work, now and in their futures.

And we recognise the importance of a healthy balance between work and home life so offer a range of flexible working options.

At the moment, our mean gender pay gap is **8.5%** (a fall of 2% on the previous year) which continues to be a lot lower than the national average of **17.9%**. However, we continue to champion new initiatives to reduce our pay gap even further, including:

- Gender neutral job adverts, including careful consideration to language and imagery.
- Ensure interview panels are gender balanced.
- Targeted recruitment for under-represented roles.
- Partnerships with schools and colleges to encourage and support more women to apply for male-dominated roles.

A structured graded pay scale has helped Ongo achieve equal pay for similar roles or those of equal value.

About our workforce

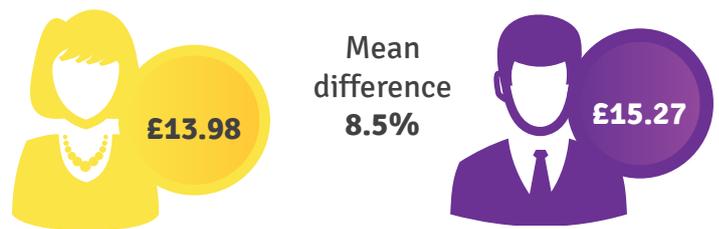
In a snapshot from 5 April 2018, we have slightly more women working for us than men - **170 women** and **160 men**.



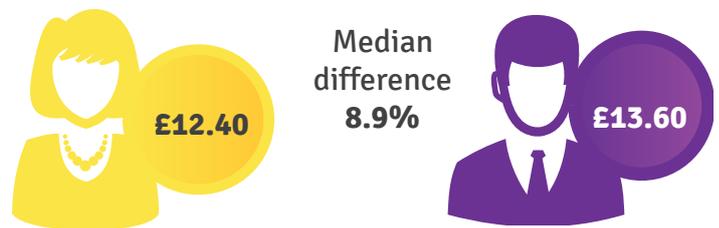
Of our Leadership Team, **7 are women** and **8 are men**.



At 8.9% our pay gap is half that of the national average



Mean is the average hourly rate of pay.



Median is the middle hourly rate of pay.

There are areas of our group which employ a significantly greater percentage of men than women. These are in our maintenance team, which included **40 men** and **11 women**, and in our commercial companies, which collectively employed **29 men** and **4 women**.

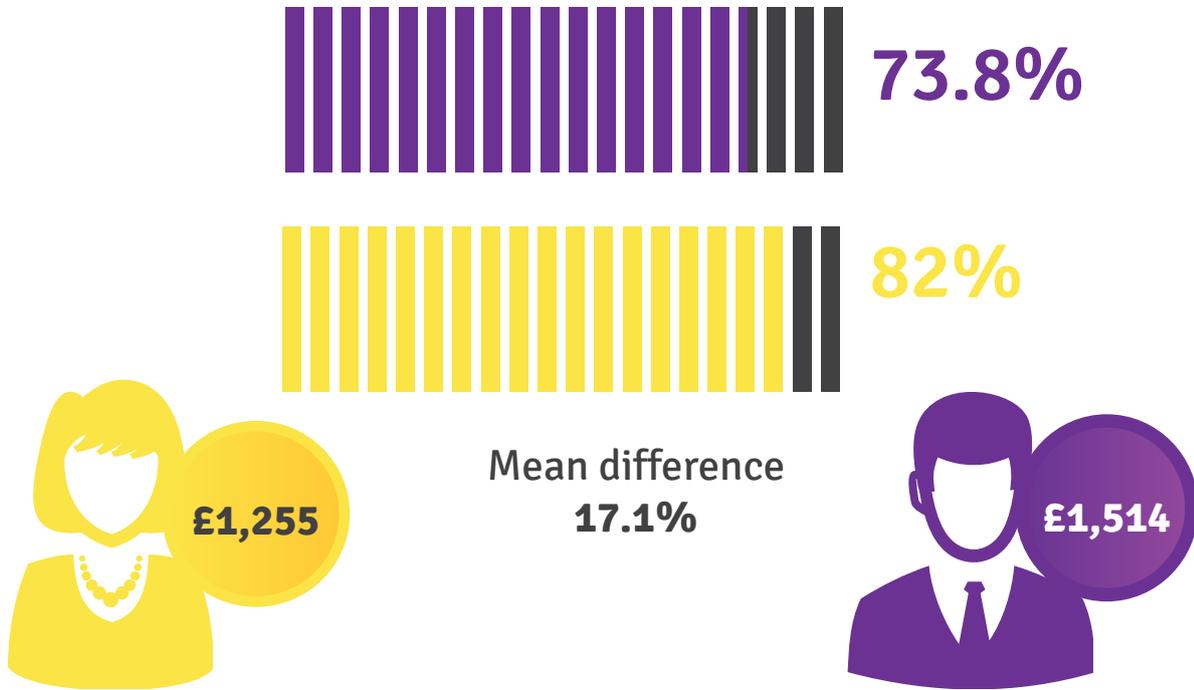


Those who work in maintenance have the opportunity to increase their income through overtime opportunities - something which is less available in other areas. This is reflected in the breakdown of workforce pay.

Bonus payments

Bonus payments include additional performance-related payments, incentive schemes, commission and long service awards.

Those in receipt of a bonus payment.



Breakdown of workforce pay

We rank employee hourly pay rates, from highest to lowest, and divide into four equal parts to give us quartiles, called upper, upper middle, lower middle and lower.

