

Gender pay gap report 2021

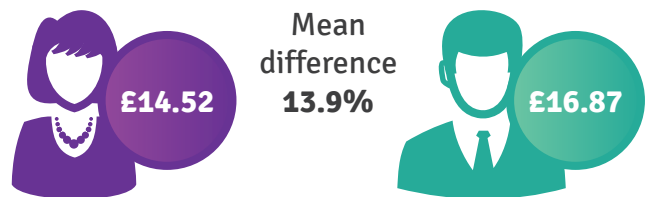
We are committed to rewarding all colleagues fairly, irrespective of gender. We take equality, diversity and inclusion seriously, and aim to create an inclusive culture.

We will continue to create an environment that provides equal opportunities for all colleagues, irrespective of gender, to reach their career aspirations.

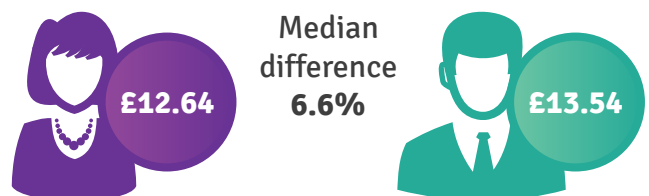
At the moment our mean gender pay gap is **13.9%**, which continues to be significantly lower than the national average of **15.4%**. However, we continue to champion new initiatives to reduce our pay gap even further, including:

- We have undertaken a review of pay and benefits to ensure roles are paid fairly. This has highlighted the need to bring up some of the lower pay levels to the market rate.
- We are also bringing up the minimum hourly rate to £10 per hour which will close the gap for lower paid colleagues.
- Agile working allows colleagues much better flexibility to achieve a work/life balance. Females tend to be more likely to require a reduced working pattern to accommodate childcare responsibilities. Typically females fill more part time jobs which in comparison to full time jobs have a lower hourly median pay.
- Across our group we have closed the gender pay gap in trade roles, particular in heating and plumbing and the Development team.

Our mean gender pay gap is better than the national average of 15.4%.



Mean is the average hourly rate of pay.



Median is the middle hourly rate of pay.

About our workforce

As of April 2021, the Leadership team consisted of **8 males** and **4 females**.



We currently have around **144 male**, and **197 female** employees.

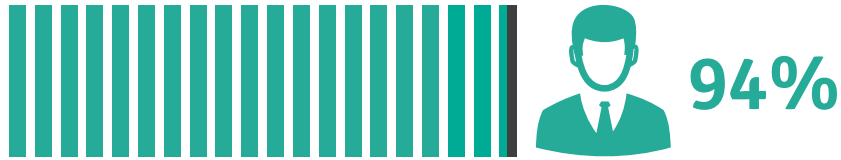


Female colleagues are more likely to require a reduced working pattern to accommodate childcare, and typically they fill more part time jobs, meaning a lower hourly median pay. Our agile framework supports female colleagues to achieve their career goals and supports a better work/life balance.

Bonus payments

Bonus payments include any rewards related to profit sharing, productivity, performance, or commission based.

Those in receipt of a bonus payment.



Mean difference
7.6%
Median difference
0%

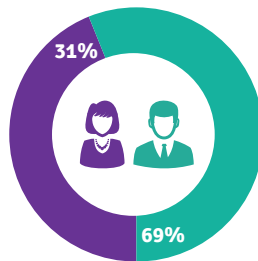


Breakdown of workforce pay

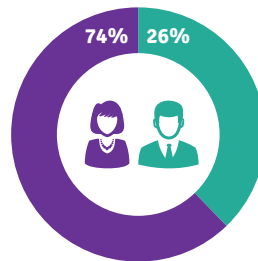
We rank employee hourly pay rates, from the highest to lowest and divide into four equal parts to give us quartiles, called upper, upper middle, lower middle and lower.



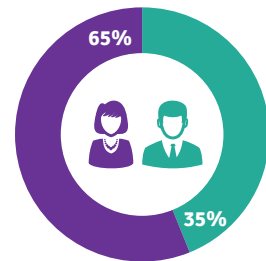
Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile

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