

The Race Pay Gap report



When looking at the mean average, the percentage difference in the hourly rate of pay is →

10.43%

with those who are White British receiving an average of



and those who are ethnically diverse receiving



The median average shows a paygap of →

1.22%

with the middle point for individuals who are ethnically diverse being



and the middle point for White British being



This table shows us the proportion of white british individuals and ethnically diverse individuals in each quartile →

| Quartiles | White British % | Ethnically Diverse % |
|--------------|-----------------|----------------------|
| Upper | 94% | 6% |
| Upper Middle | 90% | 10% |
| Lower Middle | 85% | 15% |
| Lower | 93% | 7% |

The figures above are influenced by the top hourly rates of pay being for senior roles in the organisation, where there is an under-representation of ethnically diverse people. Data shows that seems to be a theme across the sector.

Agile working allows colleagues much better flexibility to achieve a better work / life balance. The practices open up opportunity to those colleagues who have previously had to work reduced hours to accommodate caring responsibilities to work in a more agile way providing the flexibility to achieve their ambitions and be in control of their work / life balance. This has specifically been the case for women as they have tended to take on the childcare responsibilities. Now agile is in place, it is hoped the gap will close.



We have recently reviewed our pay and benefits at Ongo to ensure fairness across the business in respect of reward and remuneration.

Ongo is committed to recruiting the best people with the right skills, ambition and motivation for the job and the business to deliver quality services to all our customers, including a balanced workforce.