

Leadership Team

ONGO HOMES

Gender Pay Gap 2023

1.0 RECOMMENDATION/S

1.1 For Leadership to note content of report and agree publication for website.

2.0 IMPACT ASSESSMENT ON CROSS CUTTING THEMES

THEME	IMPACT – Positive and / or Negative	Relevant to report?
Risk	<p>It is a legal requirement that we publish the gender pay gap figures. Failing to do so within the deadline date is unlawful and The Equality and Human Rights Commission have the power to enforce any failure to comply with the regulations.</p> <p>Failing to publish this information could lead to reputational damage and possible court orders and fines for failure to publish the data within the deadline.</p>	Yes
Governance		No
RSH economic regulatory standards		No
RSH consumer regulatory standards		No
Other statutory/regulatory compliance, e.g. legal, charity commission, FCA	<p>It is a legal requirement to publish the gender pay gap figures for employers that have more than 250 employees. The usual deadline is 4 April each year.</p>	Yes
Financial	<p>There may be a financial implication to close the gap in some areas where the gender pay gap is significant. The cost of salaries, including any bonus payments payable and add on costs are factored in to the business planning model.</p>	Yes
Value for money	N/A	No
Equality, diversity & inclusion	<p>The gender pay gap is different from equal pay. Equal pay is covered by the Equality Act 2010, and</p>	Yes

THEME	IMPACT – Positive and / or Negative	Relevant to report?
	requires employers to pay men and women the same for work of equal value. Read more about equal pay and the law on the Acas website.	
Human resources	Recruitment and retention of employees could be negatively impacted if the gender pay gap highlights a difference in pay between male and female employees.	Yes
Customer voice/impact		No

3.0 BACKGROUND

- 3.1 Legislation introduced in 2017 means that employers with 250 or more employees need to publish their gender pay gap data annually to show the difference in pay between male and female employees.
- 3.2 There are six calculations to carry out, and the results must be published on the employer's website and a government website within 12 months.
- 3.3 The gender pay gap shows the difference in the average pay between all men and women in a workforce. If there is a particular high gender pay gap this can indicate a number of issues which the data can help identify.
- 3.4 Employers must publish the following on gov.uk and
- The average gender pay gap (using the mean and median)
 - The average gender bonus pay gap over a 12 month period
 - The proportion of males and females in each pay quartile
- 3.5 The calculations include all employees on the snapshot date (5 April 2023) who were paid their usual full basic pay. If employees were paid less than their usual basic pay as result of being on leave then they are not a full pay relevant employee. (Leave is defined as maternity, paternity, adoption, parental leave, sickness, unpaid special leave).
- 3.6 It is important to be sensitive to how an employee identifies their gender. The gender pay gap regulations do not define the terms 'men' and 'women'. If an employee does not identify as either male or female their data can be excluded from the calculations. All Ongo colleagues have declared as either male or female so no data has been excluded.
- 3.7 The national gender pay gap was 14.3% in 2023 with a minimal change compared to 2022 (14.4%). The gap has been declining slowly over the last decade falling by approximately a quarter for full time and all employees.

3.8 In future, regulatory exemptions from requirements such as gender pay gap reporting will be extended to businesses with fewer than 500 employees; currently this applies to businesses with under 250 employees

4.0 ISSUES FOR CONSIDERATION

4.1 What is Ongo’s current position?

4.1.1 When looking at the mean, the percentage difference in the hourly rate of pay is 13.10% with males receiving an average of £17.48 and females receiving an average of £15.19 per hour.

4.1.2 The median shows a pay gap of 11.99%, with the middle point for males being £15.34 and the middle point for females being £13.50 per hour.

4.1.3 Gender pay also looks at bonus payments over a 12 month period. 5 % of males received a bonus and 0.23% of female employees received a bonus.

4.1.4 The mean gender pay gap in bonus pay is 77% with the mean bonus for females being £250 compared to a mean bonus of £1123 for male employees.

4.1.5 The median gender pay gap in bonus is - 66% with the median bonus amount for females being £250 and the mean bonus amount for males being £750.

4.1.6 Please note that the only one female received a bonus so this can distort the figures upwards or downwards quite considerably.

4.1.7 Ongo doesn’t operate a bonus scheme so the figures are based on a small number of roles where there is a separate bonus arrangement in place.

4.1.8 Proportion of male and female in each quartile over last three years

	2021		2022		2023	
	M	F	M	F	M	F
Upper Quartile	43%	57%	45%	55%	54%	46%
Upper Middle	69%	31%	59%	41%	57%	43%
Lower Middle	26%	74%	32%	68%	26%	74%
Lower Quartile	35%	65%	37%	63%	35%	65%

- 4.1.9 The trend remains the same as in previous years, where a higher proportion of females fall into the lower and lower middle quartiles. The upper middle shows a marginal increase in females whilst in the upper quartile there has been an increase in males.
- 4.1.10 Ongo's mean gender pay is 13.10% which has increased from 10.9% in 2022 but is lower compared to a national gender pay gap of 14.3%.
- 4.1.11 One reason why more males have crept into the upper and middle upper quartile is that within our trades/commercial teams there has been an increased need to work overtime and out of hours which has increased their overall pay. These roles are still very much typically occupied by males.

4.2 **Ongo's approach to closing the gender pay gap**

- 4.2.1 As we continue to embrace an agile working culture this allows colleagues much better flexibility to achieve a work/life balance. Agile working provides the flexibility required to enable females in particular to achieve a better work/life balance as typically they take on the childcare responsibilities and either take time out to care for young children or reduce their hours.
- 4.2.2 Ongo have undertaken a review of pay and benefits to ensure that roles are paid fairly and brought the minimum rate of pay up to £10.60 per hour. We have undertaken a full salary benchmarking in readiness for April 2024 and will uplift any colleagues to the median point.
- 4.2.3 Separately we are in pay deal negotiations with our three recognized unions and hope to be able to agree and make a cost of living pay award to all colleagues in April 2024.
- 4.2.4 Our Reward and Recognition Policy and Guidance sets out our approach to how we determine pay and other elements of the total package. Ongo will continue to ensure a fair and transparent policy and processes that enable all genders to reach their potential career goals.
- 4.2.5 It is acknowledged that reducing the gender pay gap is not a quick fix and we will continue to demonstrate our commitment to reducing our gender pay gap further.

Associated background papers/websites:

Draft website publication – attached

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