



Regulator of
Social Housing

Gender pay gap report

31 March 2019 – 31 March 2020

Published: March 2021



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Contents

1.	Introduction	2
2.	Pay gap	3
3.	Bonus pay gap	4
4.	Actions	5

1. Introduction

- 1.1 The Regulator of Social Housing (RSH) presents its Gender Pay Gap report for 2020. This is the RSH's second report.
- 1.2 RSH came into existence as a standalone organisation in October 2018. Our staff count at 31 March 2020 was under the 250-person threshold at which such reporting is mandatory. However, for a second year, we have published our findings on a voluntary basis as we believe it is best practice and transparent to fully support the regulations regarding gender pay across the public sector.
- 1.3 Our figures as at 31 March 2020, together with comparatives for the preceding year are as follows

	31 March 2020	31 March 2019	Year on year change
Mean pay gap ¹	11.31%	15.23%	-3.92%
Median pay gap ²	15.94%	17.54%	-1.60%
Mean bonus gap	0.41%	6.34%	-5.93%
Median bonus gap	0.00%	0.00%	0.00%

- 1.4 Where pay gaps exist, they are in favour of male staff. The driving factors for this are discussed below.

¹ mean is the average in the data set

² median is the middle number in the data set

2. Pay gap

- 2.1 The comparison of mean and median pay in RSH shows a gap in favour of men.
- 2.2 The proportion of male and female employees in RSH in each pay quartile is shown below.

	2020		2019	
Pay quartile	Female %	Male %	Female %	Male %
Top quartile	55%	45%	47%	53%
Upper middle quartile	60%	40%	60%	40%
Lower middle quartile	70%	30%	74%	26%
Bottom quartile	65%	35%	65%	35%
Total	63%	37%	62%	38%

- 2.3 Our overall gender pay gap is primarily a result of a higher concentration of female staff in the more middle/junior roles of the organisation. The precise gender balance of an organisation changes over time and is subject to a variety of forces, however, we are pleased that the success of female candidates in recent recruitments has resulted in a significant shift in the balance of the top quartile narrowing the mean and median gender pay gaps.

3. Bonus pay gap

- 3.1 RSH operates a modest annual bonus pay scheme on a fixed scale, with awards based on individual staff performance in their role. Bonuses are paid at set values of:
- £0 where individual performance does not meet expectations
 - £150 where performance meets expectations, and
 - £450 where performance exceeds expectations.
- 3.2 Bonuses are awarded irrespective of gender or any other protected characteristic. To be considered for a bonus, staff must first have successfully completed their six-month probationary period following joining the organisation.
- 3.3 Of the staff as at 31 March 2020, 48 males (80% of male staff) and 79 females (78% of female staff) were paid a bonus in the preceding year. Bonuses paid in the year to March 2020 related to performance in the year to March 2019. Proportionately more female than male staff had joined the organisation during the latter part of the year to March 2019 and during the year to March 2020. As new employees they were ineligible for the bonus payment in the year. This results in a differential towards males in terms of the proportion receiving bonus payments.
- 3.4 It is common practice across organisations for non-consolidated bonus payments to be pro-rated in accordance with number of hours worked by each employee. Therefore, those working part-time will receive a lower bonus when compared to full-time workers. A higher proportion of our female staff work part-time compared to male staff. Consequently, in 2020 there was a mean bonus pay gap of 0.41% in favour of men, a reduction from 6.34% in the previous year but a median bonus pay gap of 0%.

4. Actions

- 4.1 RSH is fully committed to the principles of equality, diversity and equal treatment for all its employees, regardless of gender or any other protected characteristic. We offer a very flexible employment package with the opportunity to work full or part-time, and flexibility on work locations. We will also consider variations in working patterns where practicable. We believe this assists equality and opportunity, but we continue to look to identify and address, where possible, any further barriers to recruitment or progression.
- 4.2 We have a number of actions in progress which will help to address the gender pay gap including a gender-neutral employment strategy and use of mixed gender panels for interviews wherever possible. Recent success in female recruitment in the higher grades has contributed to the closing of the gap.
- 4.3 We have seen an increase in the numbers of senior female staff and continue staff development to ensure that all our staff who want to progress are as well-equipped as possible to be able to access opportunities for advancement when they arise.



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RSH regulates private registered providers of social housing to promote a viable, efficient and well-governed social housing sector able to deliver homes that meet a range of needs.