



Regulator of
Social Housing

Gender pay gap report

31 March 2020 – 31 March 2021

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1. Introduction

- 1.1 The Regulator of Social Housing (RSH) presents its gender pay gap report for 2021. This is the Regulator's third report.
- 1.2 RSH came into existence as a standalone organisation in October 2018. Our staff count as at 31 March 2021 was under the 250 threshold at which such reporting is mandatory. However, for a third year, we have published our findings on a voluntary basis as we believe it is best practice and transparent to fully support the regulations in increasing transparency regarding gender pay across the public sector.
- 1.3 This report is based on 175 employees (62.9% female and 37.1% male) compared to 160 employees (62.5% female and 37.5% male) in 2020.
- 1.4 Our figures at 31 March 2021, together with comparatives for the preceding years are as follows:

	31 March 2021	31 March 2020	31 March 2019	Year on year change 20-21
Mean pay gap¹	11.8%	11.3%	15.2%	0.5%
Median pay gap²	21.6%	15.9%	17.5%	5.7%
Mean bonus gap	-1.6%	0.4%	6.3%	-2.0%
Median bonus gap	0.0%	0.0%	0.00%	0.0%

- 1.5 Where pay gaps are present, they are mostly in favour of men. The exception is the mean bonus gap, where there is a 1.6% gap in favour of women, compared to a 0.4% gap in favour of men in 2020. 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. This gap does not represent a significant disparity between male and female pay at any role grade within the organisation, where mean pay gaps vary³ between 5.2% in favour of men to 3.6% in favour of women. The overall mean and median pay gaps are primarily driven by the overall demographics of the organisation and the high proportion of female staff in the lower pay quartiles.
- 2.2 The proportion of male and female employees in RSH in each pay quartile is shown below.

	31 March 2021		31 March 2020		31 March 2019	
	Female %	Male %	Female %	Male %	Female %	Male %
Pay quartile						
Top quartile	54.5%	45.5%	55.0%	45.0%	47.0%	53.0%
Upper middle quartile	54.5%	45.5%	60.0%	40.0%	60.0%	40.0%
Lower middle quartile	75.0%	25.0%	70.0%	30.0%	74.0%	26.0%
Bottom quartile	67.4%	32.6%	65.0%	35.0%	65.0%	35.0%
Total	62.9%	37.1%	63.0%	37.0%	62.0%	38.0%

- 2.3 The precise gender balance of an organisation changes over time and is subject to a variety of forces. 27 roles were recruited in the year to 31 March 2021, increasing the overall number of staff by 9.3%. A large proportion of recruitment took place in the lower middle and bottom quartiles (18 roles) and twice as many females than males were hired into those roles, increasing the proportion of female to male staff within these lower quartiles. New employees were hired at the lower end of the pay scales so were paid less than their predecessors. Female staff make up 62.9% of the overall workforce but represent 71.3% of the lower middle and bottom quartiles, compared to 67.5% in 2020. This has contributed to an increase in mean and median pay gap in favour of men when compared to 2020.

³ [For grades where we employ both male and female staff](#)

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. During the year, bonuses were 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 2021, 54 men (83.1% of male staff) and 87 women (79.1% of female staff) were paid a bonus in the preceding year. Bonuses paid in the year to March 2021 related to performance in the year to March 2020. Significantly more female (17) than male staff (10) had joined the organisation during the latter part of the year to March 2020 and during the year to March 2021. As new employees they were not eligible 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. In 2021, there was a mean bonus pay gap of 1.6% in favour of women, an increase from 2020 when the mean bonus pay gap was 0.4% in favour of men. A higher proportion of female staff than male staff received an 'exceeds' performance rating in the year. This has contributed to a change in the gap even though a higher proportion of female staff work part-time and so would have received a bonus pro-rated to their working time, in comparison to male staff.
- 3.5 The median bonus pay gap was 0% – no change on the previous year.

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 anonymised shortlisting and use of mixed gender panels for interviews wherever possible.
- 4.3 We have a Women's Network made up of a diverse group of female employees, to support each other, assist RSH to deliver its statutory objectives and maintain an equal and inclusive workforce at all levels.
- 4.4 We continue staff development to ensure that all our staff who want to progress are equally equipped to take opportunities for advancement when they arise.



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The Regulator of Social Housing regulates registered providers of social housing to promote a viable, efficient and well-governed social housing sector able to deliver and maintain homes of appropriate quality that meet a range of needs.