



Regulator of
Social Housing

Gender pay gap report

31 March 2021 – 31 March 2022

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1. Introduction

- 1.1 The Regulator of Social Housing (RSH) presents its gender pay gap report for 2022.
- 1.2 Our staff count as at 31 March 2022 was under the 250 threshold at which such reporting is mandatory. However, for a fourth 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 190 employees (62.6% female and 37.4% male) compared to 175 employees (62.9% female and 37.1% male) in 2021.
- 1.4 Our figures at 31 March 2022, together with comparatives for the preceding years are as follows:

	31 March 2022	31 March 2021	31 March 2020	Year on year change 2021-22
Mean pay gap¹	12.6%	11.8%	11.3%	0.8%
Median pay gap²	19.5%	21.6%	15.9%	-2.1%
Mean bonus gap	2.9%	-1.6%	0.4%	4.5%
Median bonus gap	-	-	-	-

- 1.5 Where pay gaps are present, they are all in favour of men. Whilst the mean pay gap has widened marginally the median pay gap reduced in 2022.

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 vary between 5.9% in favour of women to 1.9% in favour of men.
- 2.2 As seen in previous years, 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.
- 2.3 The proportion of male and female employees in RSH in each pay quartile is shown below.

	31 March 2022		31 March 2021		31 March 2020	
Pay quartile	Female	Male	Female	Male	Female	Male
Top quartile	51.1%	48.9%	54.5%	45.5%	55.0%	45.0%
Upper middle quartile	59.6%	40.4%	54.5%	45.5%	60.0%	40.0%
Lower middle quartile	64.6%	35.4%	75.0%	25.0%	70.0%	30.0%
Bottom quartile	75.0%	25.0%	67.4%	32.6%	65.0%	35.0%
Total	62.6%	37.4%	62.9%	37.1%	63.0%	37.0%

- 2.4 The precise gender balance of an organisation changes over time and is subject to a variety of forces.
- 2.5 In the year to 31 March 2022, 32 new starters joined RSH. Twice as many female staff than male staff were recruited into the top quartile pay roles, however, almost twice as many female than male staff were recruited to the bottom quartile, where a greater proportion of recruitment took place broadly balancing the impact on the pay gaps.
- 2.6 Female staff make up 62.6% of the overall workforce but represent 69.8% of the lower middle and bottom quartiles, compared to 71.3% in 2021. Despite reducing the overall percentage of women making up the lower two quartiles, the percentage of women compared to men in the bottom quartile has increased from 67.4% in 2021 to 75.0% in 2022 due to the higher proportion of females to males appointed to roles in this band.

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
 - £275 where performance meets expectations, and
 - £575 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 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 2022, there was a mean bonus pay gap of 2.9% in favour of men, in contrast to 2021 when there was a mean bonus gap of 1.6% in favour of women.
- 3.4 Out of all reported staff members, a similar proportion of men (22.8%) and women (21.4%) were rated as 'exceeding expectations.'
- 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 consider variations in working patterns where practicable, and this is available from the first day of employment. 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.