



Regulator of  
Social Housing

# Gender Pay Gap Report

As at 31 March 2023

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## Contents

Foreword.....	3
Gender Identity .....	4
How the Gender Pay Gap is worked out.....	4
Our gender pay gap at 31 March 2023 .....	5
Our Declaration.....	7
What are we doing about the gap? .....	7

## Foreword

This report reflects our gender and ethnicity pay gap data as of March 2023, which we annually report in arrears.

Although our staff count falls below the 250-employee threshold for mandatory gender pay gap reporting, we have voluntarily chosen to publish our findings for the fifth year, believing it aligns with best practices and promotes transparency in pay across the public sector.

We continue to strive for an inclusive, welcoming, and fair environment for all members of our team. These plans encompass various aspects of our operations, from recruitment and promotions to training and mentorship, all aimed at eliminating barriers and promoting equal opportunities. The ultimate goal is to ensure that every member of our organisation is provided with a fair and equal path to success to aid us in advancing our crucial efforts to enact change within the social housing sector, striving for the provision of greater quantities and higher quality of social housing.

## Gender Identity

In accordance with the current requirements for reporting on the gender pay gap, our approach has been to categorise gender in a binary manner, recognising only men and women. It is important to note that this approach does not encompass non-binary or other gender identities.

In the context of this report, we have employed the terms 'gender,' 'men,' and 'women,' although we recognise that, for some individuals, these terms may not pertain to their biological sex. It is important to note that we define gender in accordance with the classifications provided by His Majesty's Revenue and Customs (HMRC), which categorise individuals as male or female in our data.

## How the Gender Pay Gap is worked out

In 2017, the government introduced a statutory requirement for organisations with 250 or more employees to report annually on their gender pay gap. Government departments are covered by the

[Equality Act 2010 \(Specific Duties and Public Authorities\) Regulations 2017](#) which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to annually publish their gender pay gap data:

- Mean and median gender pay gap in hourly pay,
- Mean and median bonus gender pay gap,
- Proportion of men and women receiving a bonus payment; and
- Proportion of men and women in each pay quartile.

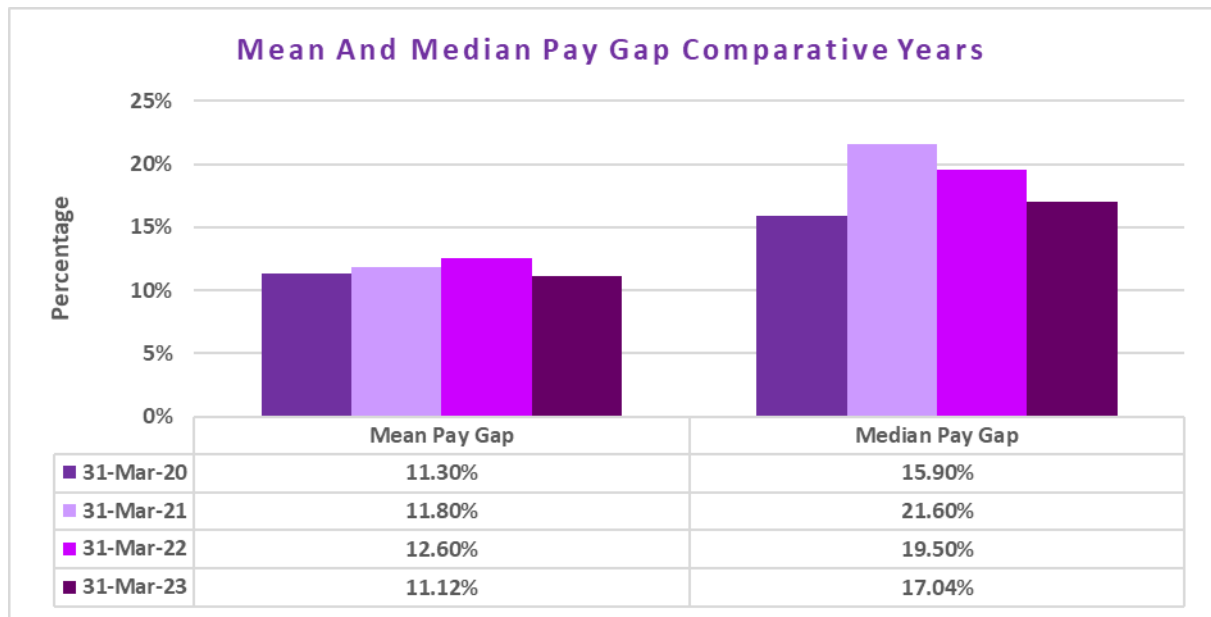
The gender pay gap shows the difference in the average pay between all men and women in a workforce. Mean and median gender pay gap figures are based on a comparison of men and women's hourly pay across the organisation irrespective of grade, which means that the gap shows the difference in the average pay between all men and women in the organisation's workforce.

- The **mean figure** is the percentage difference between the mean average hourly rates of men and women's pay.
- The **median figure** is the percentage difference between the midpoints in the ranges of men and women's pay.

- The **bonus gap** refers to bonus payments paid to men and women employees during the 12 months period prior to the snapshot date.

## Our gender pay gap at 31 March 2023

Our figures at 31 March 2023



### Pay Gap Analysis

The examination of both mean and median pay at the regulator reveals a gender pay gap that generally benefits men. It is important to note that these gaps do not signify a significant difference in pay between male and female employees at any specific role grade within the organisation.

The primary drivers behind these gaps are the overall demographics of the organisation and the higher representation of female staff in the lower pay quartiles, as shown later in this report.

### Bonus Pay Gap

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
- £285 where performance meets expectations, and
- £575 where performance exceeds expectations.

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.

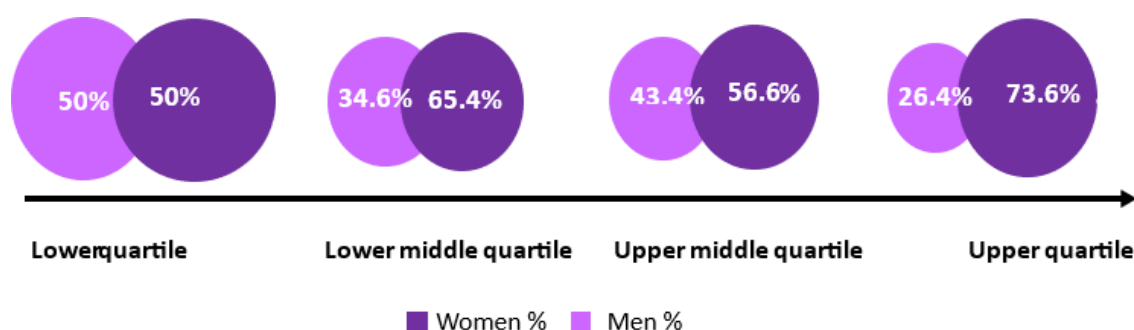
Gender Bonus Values			
	Count	Mean Bonus Pay	Median Bonus Pay
Male	83	£340.38	£285.00
Female	135	£348.84	£285.00
Difference (£)	N/A	-£8.45	£0.00
Difference (%)	N/A	-2.48%	0.00%

It is common practice in organisations to proportionally adjust non-consolidated bonus payments based on the number of hours worked by individual employees. Consequently, part-time employees typically receive a lower bonus compared to their full-time counterparts.

In 2022, there was a mean bonus pay gap of 2.9%, favouring men, which contrasts with 2021 when there was a mean bonus gap of 1.6%, favouring women. However, in 2023, there was a mean bonus pay gap of 2.5%, favouring women.

## Pay quartiles

The data in the gender pay gap quartiles table provides insights into the distribution of male and female employees across different pay quartiles within the organisation over the years.



	Mar-20		Mar-21		Mar-22		Mar-23	
Pay Quartile	Female	Male	Female	Male	Female	Male	Female	Male
Top Quartile	55.0%	45.0%	54.5%	45.5%	51.1%	48.9%	50.0%	50.0%
Upper Middle Quartile	60.0%	40.0%	54.5%	45.5%	59.6%	40.4%	65.4%	34.6%
Lower Middle Quartile	70.0%	30.0%	75.0%	25.0%	64.6%	35.4%	56.6%	43.4%
Bottom Quartile	65.0%	35.0%	67.4%	32.6%	75.0%	25.0%	73.6%	26.4%
Total	63.0%	37.0%	62.9%	37.1%	62.6%	37.4%	61.4%	38.6%

Here is what it reveals:

**Top Quartile:** In March 2020, 55% of employees in the top quartile were female. This has reduced over the intervening years to 50% in 2023.

**Upper Middle Quartile:** In the upper middle quartile, the female representation started at 60% in March 2020 and has risen to 65.4% in March 2023.

**Lower Middle Quartile:** Female representation in the lower middle quartile started at 70% in March 2020 and has dropped to 56.6% in March 2023.

**Bottom Quartile:** In the bottom quartile, female representation began at 65% in March 2020, and had grown to 73.6% in March 2023.

**Total Workforce:** The data also provides the overall gender distribution in the organisation. The percentage of female employees decreased slightly over the years, but the gender balance has on the whole has remained stable.

## Our Declaration

Our calculations follow the legislative requirements as set out in the Equality Act 2010 (Specific Duties & Public Authorities) Regulations 2017. The data includes all staff who were deemed to be full paid relevant employees at 31 March 2023.

## What are we doing about the gap?

Over the period 2020 to 2023 we have expanded from 154 staff in March 2020 to 218 staff in March 2023 with significant levels of recruitment and a shift in quartile boundaries resulting in fluctuations in the annual snapshot pay gap information. This makes it more difficult to identify underlying trends. While the gender pay gap has

decreased, we are working to reduce this further. We have implemented a number of changes and initiatives directed at ensuring equality and diversity in recruitment.

T: 0300 124 5225

E: [enquiries@rsh.gov.uk](mailto:enquiries@rsh.gov.uk)

W: [www.gov.uk/social-housing-regulation-england](http://www.gov.uk/social-housing-regulation-england)