



Regulator of
Social Housing

Gender and Ethnicity Pay Gap Report

As at 31 March 2024

Published: March 2025



[Contents](#)

Foreword	3
Gender Identity	4
How the Gender Pay Gap is worked out	4
Our gender pay gap at 31 March 2024	5
Our Declaration	7
What are we doing about the gap?	7
How the Ethnicity Pay Gap is worked out	8
Our ethnicity pay gap at 31 March 2024	8
Pay Quartiles	10
Our ethnicity pay gap journey	10
What are we doing about the gap?	10

Foreword

This report reflects our gender and ethnicity pay gap data as of March 2024, which we annually report in arrears.

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 support the regulator in driving change in the social housing sector to deliver more and better social housing.

Gender Identity

In accordance with the current requirements for reporting on the gender pay gap, our approach involves categorising gender into male and female within our data classification.

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.

In the context of this report, we have employed the terms 'gender,' 'male,' and 'female,' understanding that they typically relate to biological sex. However, it's important to acknowledge that for some individuals, these terms may not fully encapsulate their gender identity.

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 on:

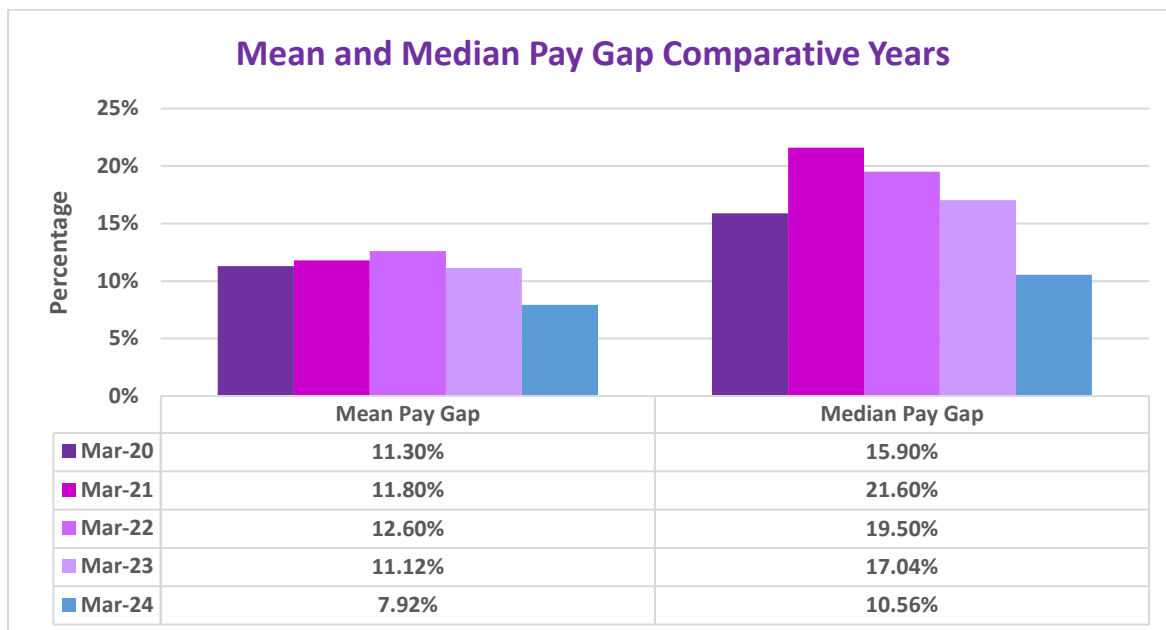
- Mean and median gender pay gap in hourly pay,
- Mean and median bonus gender pay gap,
- Proportion of men and women receiving a bonus payment; and
- Proportion of men and women in each pay quartile.

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 2024

Our figures at 31 March 2024,



Gender pay gaps, where present at The Regulator of Social Housing, tend to favour men. The factors contributing to these disparities are discussed below.

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

- £300 where performance meets expectations, and
- £600 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 2024			
Mean Bonus Pay	Count	Mean Bonus Pay	Median Bonus Pay
Male	69	372.55	300.00
Female	122	364.41	300.00
Difference (£)	N/A	8.14	0.00
Difference (%)	N/A	2.19%	0.00%

Gender Bonus Gap					
	Mar-20	Mar-21	Mar-22	Mar-23	Mar-24
Mean Bonus Gap	0.41%	-1.62%	2.90%	-2.48%	2.19%
Median Bonus Gap	0.00%	0.00%	0.00%	0.00%	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 pay gap of 1.62%, favouring women. In 2023, there was a mean bonus pay gap of 2.48%, favouring women. In 2024 the gap was 2.19% favouring men.

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 four years.

Pay Quartile	Mar-20		Mar-21		Mar-22		Mar-23		Mar-24	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Top Quartile	55.00%	45.00%	54.50%	45.50%	51.10%	48.90%	50.00%	50.00%	53.03%	46.97%
Upper Middle Quartile	60.00%	40.00%	54.50%	45.50%	59.60%	40.40%	65.40%	34.60%	66.67%	33.33%
Lower Middle Quartile	70.00%	30.00%	75.00%	25.00%	64.60%	35.40%	56.60%	43.40%	54.55%	45.45%
Bottom Quartile	65.00%	35.00%	67.40%	32.60%	75.00%	25.00%	73.60%	26.40%	75.38%	24.62%
Total	63.00%	37.00%	62.90%	37.10%	62.60%	37.40%	61.40%	38.60%	62.36%	37.64%

It reveals:

Top Quartile: Female representation in the top quartile has increased in comparison to 2023 during a period of significant growth for the organisation, although remaining marginally lower than 2020.

Upper Middle Quartile: Female representation has also continued to increase in the Upper Middle Quartile and has risen to 66.67% in March 2024.

Lower Middle Quartile: Female representation in the lower middle quartile started at 70% in March 2020 and has reduced to 54.55% in March 2024.

Bottom Quartile: In the bottom quartile, female representation began at 65% in March 2020, and had grown to 75.38% in March 2024.

Total Workforce: The data also provides the overall gender distribution in the organisation which 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 2024

What are we doing about the gap?

Over the period 2020 to 2024 we have expanded from 154 staff in March 2020 to 273 staff in March 2024 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.

Our commitment to supporting an inclusive culture in the regulator is detailed in our equality, diversity and inclusion strategy and we have implemented initiatives directed at ensuring equality and diversity in recruitment

What do we mean by ethnicity?

The Office for National Statistics¹ observes that defining what constitutes an ethnic group lacks consensus, as it is a self-defined and subjectively significant concept for individuals. Given the dynamic and multifaceted nature of ethnicity, there are several approaches for measuring ethnic groups, which have evolved over time. These approaches encompass factors such as shared ancestry, cultural elements, identity, religious beliefs, language, and physical characteristics. What is widely acknowledged, however, is that ethnicity encompasses a combination of all these elements and more.

The ethnicity pay gap reflects the contrast in average earnings between employees from minority ethnic backgrounds and those categorised as 'White' (i.e. non-Black, Asian and Minority Ethnic (BAME)) within a workforce.

When the percentage is positive, it signifies that the average pay of a white employee is higher than that of an employee from a minority ethnic group. The greater the positive percentage, the wider the ethnicity pay gap. Conversely, a negative percentage indicates that the average pay of the minority ethnic group surpasses that of the White group. It's essential to distinguish the ethnicity pay gap from equal pay. Ethnic pay disparities primarily do not concern individuals from non-BAME and other ethnic backgrounds receiving distinct compensation for the same job. The Equality Act of 2010 prohibits racial discrimination, both direct and indirect, against employees. Therefore, unless there is a violation of existing legal provisions, discrepancies in pay between ethnic groups are typically attributable to factors other than explicit discrimination that impose disadvantages on individuals from ethnic minorities.

How the Ethnicity Pay Gap is worked out

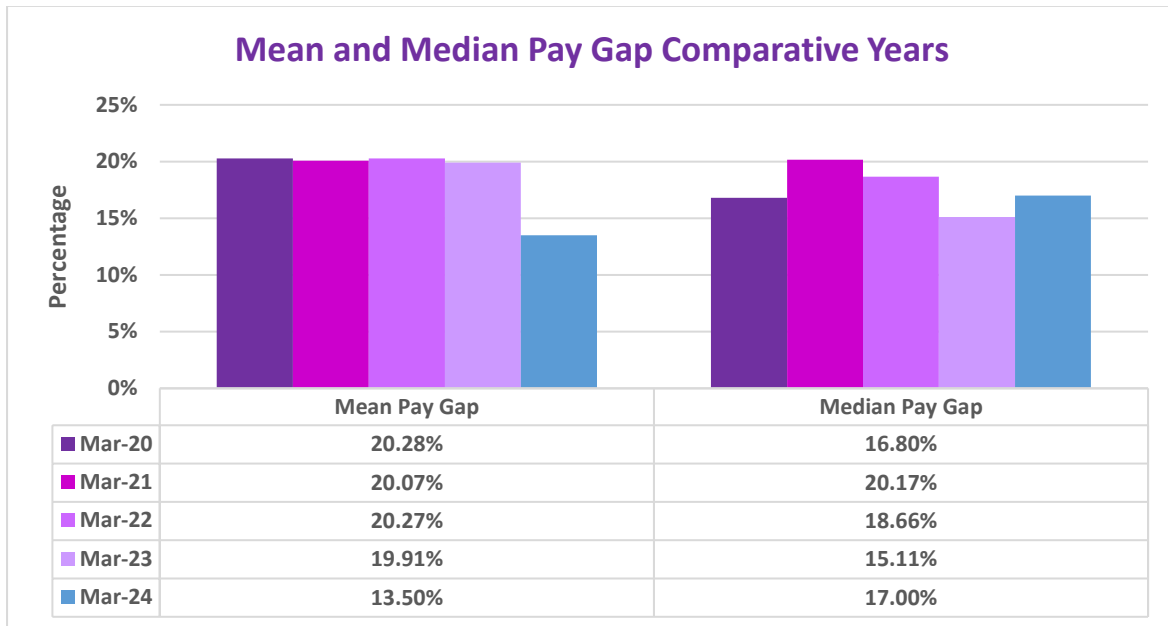
There is currently no guidance on the pay measures that need to be reported as part of Ethnicity Pay Gap reporting nor any guidance on the methodology for calculation. Therefore, RSH continues to take the approach to mirror the legislated pay measures used for Gender Pay Gap reporting, and the methods of calculation, but applied through a lens of ethnicity (where outcomes for ethnic minority groups (BAME) are compared against non-BAME groups).

This approach allows us to assess and report on the ethnicity pay gap with a consistent and structured framework, despite the absence of specific guidance. We remain committed to transparency and the pursuit of fairness, utilising these measures to gauge and address pay disparities based on ethnicity within RSH.

Our ethnicity pay gap at 31 March 2024

In essence, the ethnicity pay gaps at the regulator primarily stem from the organisation's demographic makeup, particularly the lack of ethnic diversity in higher paid roles. Addressing these gaps involves providing opportunities in recruitment and for career development and advancement within the organisation to shift that demographic balance.

Our pay gap as at March 2024 with comparatives for the preceding four years are as follows.



Bonus Pay Gap

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.

Ethnicity Bonus Values 2024			
	Count	Mean Bonus Pay	Median Bonus Pay
Non-BAME	152	365.29	300.00
BAME	34	368.82	300.00
Difference (£)	N/A	-3.53	0
Difference (%)	N/A	-0.97%	0.00%

Bonus Pay Gap					
	Mar-20	Mar-21	Mar-22	Mar-23	Mar-24
Mean Bonus Gap	21.18%	3.81%	-1.35%	9.40%	-0.97%
Median Bonus Gap	0	0	0	0	0

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.

It is noted that in a small organisation such as RSH, low staff numbers used for some calculations can make some statistics particularly volatile. In 2022, there was a mean bonus pay gap of 1.35%, favouring BAME employees, which contrasts with 2021 when there was a

mean bonus gap of 3.81% favouring non-BAME employees. In 2023, there was a mean bonus pay gap of 9.4%, favouring non-BAME, but this has shifted to a gap in favour of BAME employees of 0.97% in 2024.

Pay Quartiles

Quartile	Mar-20		Mar-21		Mar-22		Mar-23		Mar-24	
	White %	BAME %	White %	BAME %	White %	BAME %	White %	BAME %	White %	BAME %
Pay quartile										
Top quartile	97.50%	2.50%	97.70%	2.30%	97.83%	2.17%	92.31%	1.92%	92.19%	7.81%
Upper middle quartile	82.10%	17.90%	84.10%	15.90%	78.26%	21.74%	76.92%	23.08%	81.25%	18.75%
Lower middle quartile	80.00%	20.00%	79.50%	20.50%	89.36%	10.64%	88.68%	9.43%	81.25%	18.75%
Bottom quartile	77.50%	22.50%	74.40%	25.60%	65.96%	34.04%	66.04%	32.08%	72.31%	27.69%
Total	84.30%	15.70%	84.00%	16.00%	82.80%	17.20%	80.95%	16.67%	81.71%	18.29%

In March 2024, BAME employees constitute 18.29% of the total workforce, compared to 17.07% in March 2023. There continues to be notable variations in BAME representation across different pay quartiles since 2020, notably an increase in the proportion of BAME staff in the top quartile, and a similar decrease in proportion in the upper middle quartile. For the same period, there has also been an increase in proportion of BAME staff in the lower middle quartile and a similar sized decrease in the proportion of BAME staff in the bottom quartile. As previously noted, we have seen significant levels of recruitment over the period 2020 to 2023, and this continued in 2024 which saw our highest level of recruitment so far. Again, this resulted in a shift in quartile boundaries resulting in fluctuations in the annual snapshot pay gap information. As previously, this makes it more difficult to identify underlying trends, however we have increased the overall diversity of the organisation throughout that growth.

Our ethnicity pay gap journey

Comparing the results of the ethnicity pay gap at The Regulator of Social Housing for the last four years, we continue to strive to close our pay gap. Progress has been modest overall as whilst we have increased diversity in the Upper Middle and Bottom quartiles the net impact has been limited. We have seen an increase in diversity in the Top quartile, and continuing this increase remains critical to reducing the pay gap.

What are we doing about the gap?

Our commitment to fostering a more inclusive organisation is detailed in our equality, diversity and inclusion strategy. Our overarching diversity and inclusion goals are strategically designed to have a positive influence on our overall diversity which will, when successful, act to close the pay gap. With regards to specific actions, we will direct our efforts toward areas where we anticipate the most significant impact in the year 2024/25.

T: 0300 124 5225
 E: enquiries@rsh.gov.uk
 W: www.gov.uk/social-housing-regulation-england



© RSH copyright 2025

This publication is licensed under the terms of the Open Government Licence v3.0 except where otherwise stated. To view this licence, visit nationalarchives.gov.uk/doc/open-government-licence/version/3

Where we have identified any third party copyright information you will need to obtain permission from the copyright holders concerned.

This publication is available at: www.gov.uk/rsh

Any enquiries regarding this publication should be sent to us via enquiries@rsh.gov.uk

or call 0300 124 5225.

or write to:

Regulator of Social Housing

Level 2

7-8 Wellington Place

Leeds LS1 4AP

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.