

Gender and Ethnicity Pay gap report 2024

We are proud to report that in the year ending 31st March 2024 we continued to see a negative mean gender pay gap between the pay of men and women. This means that on average, women in RBH earn slightly more than males. We are proud to have a high proportion of females in senior roles which contributes to this below zero pay gap.

Through our generous contractual benefits such as enhanced annual leave, and enhanced family leave and pay provisions as well as our flexible approach to working through our Smart Working Policy we continue to recruit and retain a workforce which is supported to achieve a healthy work life balance.

We are committed to creating a workforce that reflects the communities and people we serve and we know we still have work to do to drive gender equality in some roles such as within our repairs and maintenance teams.

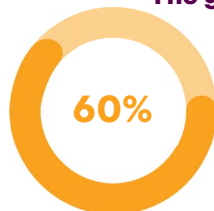
We have also taken the opportunity to report on our ethnicity pay gap for 2024. Whilst we know this isn't a legal requirement, we are committed to understanding the diversity of our workforce and driving diversity, inclusion and belonging (DIB) through our DIB strategy. To do this, we know that it is important that we have robust and up to date colleague data and that colleagues are confident sharing this data with us. We will continue to work with colleagues to close our data gaps. Nevertheless we are pleased to report below zero mean and median ethnicity pay gaps which means that on average, ethnically diverse colleagues are paid slightly higher.

Throughout 2025 we will continue to deliver our DIB strategic priorities, listening to our colleagues and customers and taking steps to further improve our inclusive recruitment practises, close confidence and data gaps and identify opportunities for our diverse colleagues to be supported to access employment.

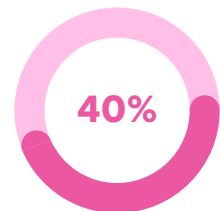
The gender make-up of our employees



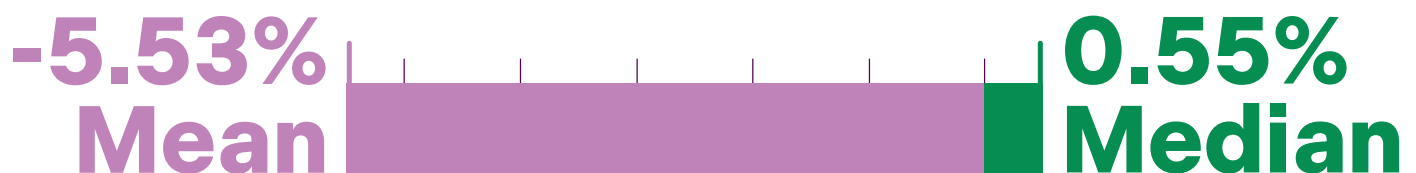
Males
349



Females
243



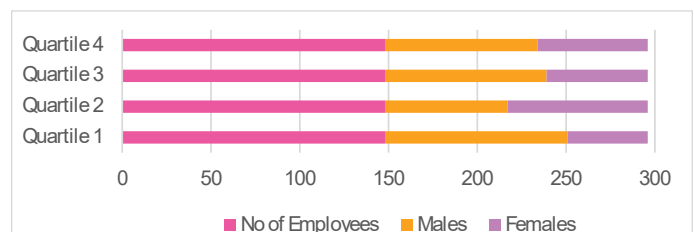
Our gender pay gap



Difference in hourly rates

Mean	 Males £16.87	 Females £17.83
Median	 Males £16.34	 Females £16.25

Our Gender Pay Quartiles



How we work this out

Mean Pay

The difference in the mean pay of full-pay male and female colleagues expressed as a percentage. The mean is the average of the 'hourly pay' for all relevant colleagues.

The percentage of men and women in each of four quartile pay bands. This includes the lower (quartile 1 - the lowest paid employees), lower-middle (quartile 2), upper-middle (quartile 3) and upper (quartile 4 - the highest paid employees) pay quartile bands.

RBH do not operate any performance related pay or bonus scheme and therefore have no bonus figures to publish.

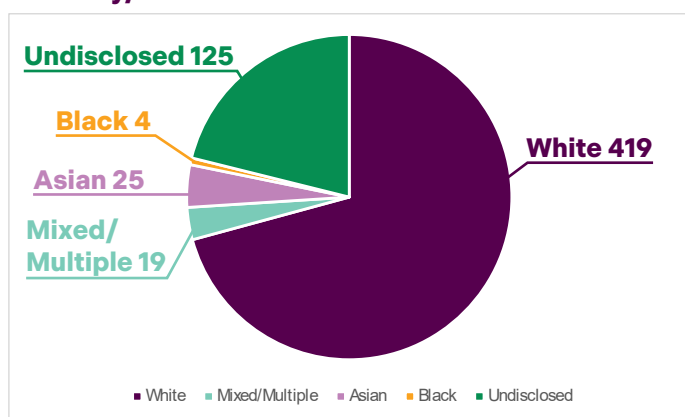
Median Pay

The difference in the median pay of full-pay male and female colleagues expressed as a percentage. The median is the figure which splits the top 50% of the hourly pay figures from the bottom 50%.

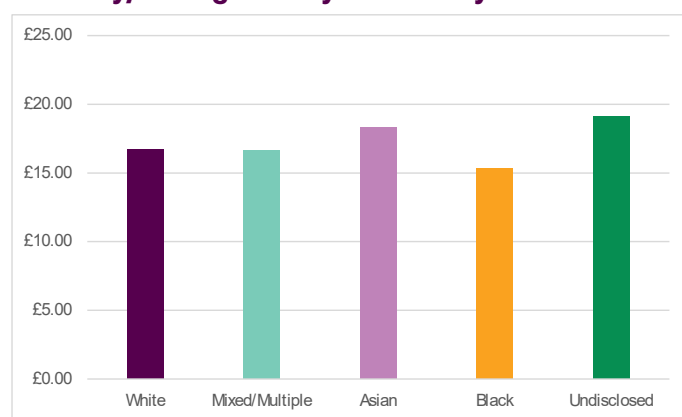
Mean (Average) Ethnicity Pay Gap

Our results show that the Mean (average) Ethnicity Pay Gap sits at -4.31%.

Ethnicity/Records



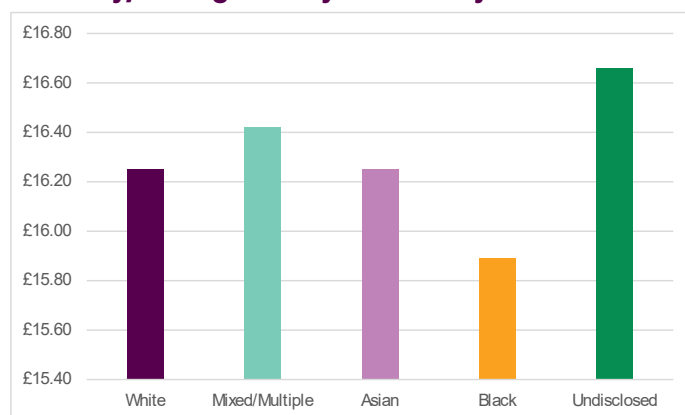
Ethnicity/Average Hourly Rate of Pay



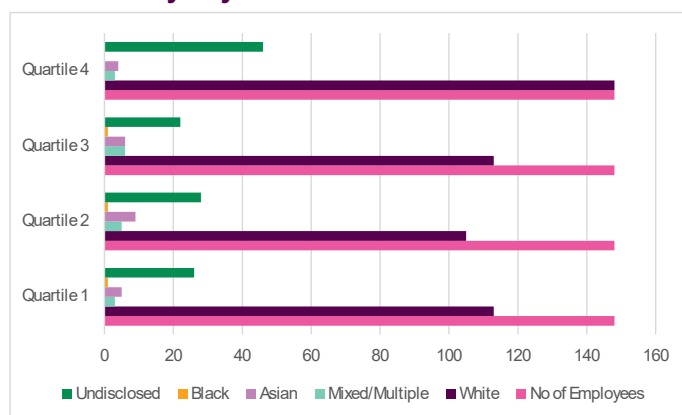
Median Ethnicity Pay Gap

The Median Ethnicity Pay Gap between Males and Females is -0.55%.

Ethnicity/Average Hourly Rate of Pay

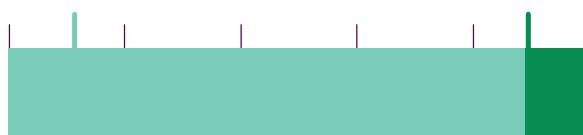


Our Ethnicity Pay Quartiles



Our Ethnicity pay gap

-4.31%
Mean



-0.55%
Median