

UK Gender Pay Gap Report 2023-2024

In 2017 the UK Government introduced legislation that made it mandatory for all companies with a headcount of 250 or more to publish statutory calculations in April every year showing what the pay gap is between their male and female employees. The snapshot date for this report is 5th April 2023.

(1) Mandatory Information

The gender pay gap is the difference in the average (mean or median) pay between all men and women in the workforce, which is expressed as a percentage of men's earnings.

What is the gender pay gap at ONE?

Hourly Rate of Pay			
	Male	Female	Gender Pay Gap (Male vs Female)
Mean	£34.91	£27.48	21.28%
Median	£31.14	£24.39	21.68%

The mean, commonly known as the average, is calculated when you add up the wages of all employees and divide the figure by the number of employees.

The median is the figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest.

Using the mean or average calculation, across the whole of the UK (RHQ London office and UK regional offices), there is a 21.3% gap between what females are paid compared to men, which is similar year on year. Using the median the difference is 21.7%, which is an increase from the previous year.

Hourly Rate by Quarter Pay Bands

Quarter	Number of Males	Number of Females	Total Number of Employees	Proportion of males in quarter (%)	Proportion of females in quarter (%)
Upper	59	24	83	71.08%	28.92%
Upper Middle	36	48	84	42.86%	57.14%
Lower Middle	35	49	84	41.67%	58.33%
Lower	25	59	84	29.76%	70.24%
Total	155	180	335		

The table above shows the gender balance followed by the gender distribution across the four quarters of the pay range (from highest to lowest pay). This shows that ONE has more males in senior higher paying positions within the company, however in terms of progress, since 2022 there has been a 2% improvement in the number of women above the midpoint vs the overall female population.

Bonus Information

Bonus Pay Gap

	Male	Female	Gender Pay Gap (Male vs Female)
Mean	£20,217.60	£15,004.29	25.79%
Median	£17,759.25	£14,269.00	19.65%

Employees who received bonus pay

Gender	Total number of Relevant Employees	Number who received bonus pay	Proportion of Total
Male	155	150	96.77%
Female	185	179	96.76%
Total	340	329	

The above table shows the mean and median percentage differences between the bonuses paid to each gender in the preceding 12 months to the 5th April 2023. The bonus difference between male and female is exacerbated due to the larger proportion of males in senior positions and the fact that the Company made a larger bonus payment in the snapshot year. Whilst employees on any form of parental leave (including maternity) are included in the bonus schemes, the reason why the proportion of people paid a bonus is not 100% is largely because of non eligibility due to length of service. Lastly, bonuses paid may skew the data because of personal decisions taken by each employee as to how much of the bonus they take in cash and how much they transfer into a salary sacrifice pension.

(2) Additional Commentary

We continue with our journey and we are making progress within the UK.

(i) Diversity and Inclusion.

Our aim is to achieve greater diversity and inclusion within the ONE workforce. The data that is available to us has shown over the past 12 months the number of women in leadership and management positions has increased and there has been a positive increase in the number of women receiving promotions. However, we recognise further improvement needs to take place in senior leader roles.

A dedicated Diversity and Inclusion project group is in place which, amongst other focus areas, works with the wider business to promote women in the workplace and how to support their career development.

A new initiative is currently being developed to encourage women in leadership roles. The aim is to build a community dedicated to supporting women in entry level or less senior roles and to provide coaching and learning to increase the number of women in senior leadership positions.

(ii) Flexible Working

We continue to embrace hybrid working which has helped ONE attract and retain a gender diverse workforce. In addition, the business proudly supports a flexible working culture including compressed hours and flexible working hours plus working from home.

(iii) Family Friendly

From the data collated, it is clear that the majority of females who return to work following maternity leave received a positive experience when transitioning back into the workplace and thereafter. Our family friendly policies continue to be reviewed to ensure in line with legislation and to provide support for all our colleagues.

(iv) Recruitment

Our career's website and applicant tracking system (ATS) was launched in 2022 making it easier for candidates to apply for our vacancies and appeal to a broader spectrum, increasing the diversity of applicants. ONE is committed to using positive and inclusive language for job adverts encouraging applications from all genders. Last year, all colleagues were requested to complete a dedicated training session on unconscious bias to educate and raise awareness and to create a more fair and inclusive hiring process that leads to a more diverse and successful workforce.

(3) Conclusion

ONE is committed to addressing gender equality issues in the workforce and to identifying any barriers to gender equality that may exist. It intends to do this by putting in place the measures above, and by continuing to review its employment policies and reward packages.

<https://eua.one-line.com/standard-page/uk-gender-pay-gap-report>

(4) Confirmation

I confirm that the data contained in this report is, to the best of my ability, accurate.



Sally Phillips
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