

Orbit

Gender
Pay Report
2019-20

As at 5th April 2020



Foreword

Orbit's vision is to lead in building thriving communities, and that means being fair and equal to all, irrespective of age, gender, disability, race, caring responsibilities, religion/belief or sexual orientation. We are passionate about giving everyone an equal opportunity to unlock their full potential and are committed to paying for performance equally and fairly, and rewarding and retaining our best people.

Since starting to publicly report our gender pay data, we have launched a number of initiatives to increase the equality of opportunity for women and other underrepresented groups, from offering improved maternity and paternity provision, to taking major steps to improve our employer brand to attract a breadth of high quality, diverse talent.

In the last 12 months we have made further significant change with the launch of WorkSmart, our agile working programme. This is a firm commitment from the organisation to enable any eligible employee to work from home for up to three days a week - more if their role allows - with colleagues just coming into the office for meetings or to collaborate amongst teams. With some exceptions, which are role dependent, employees are also able to work flexibly, meaning that they do not have to work a standard 9 to 5 workday, which is particularly important for colleagues with caring responsibilities. The scheme is really flexible and works around what individuals and teams need, and we hope it will increase accessibility and employment choice across the organisation.

Our focus isn't just on gender balance and we have continued our work around equality, diversity and inclusion (EDI). Since establishing EDI champions within Orbit to compliment the work of our employee ambassadors and healthy mind first aiders, we have signed up to the HouseProud Pledge, demonstrating our commitment to delivering high quality services to our LGBTQ+ customers and support to our colleagues from the LGBTQ+ community.

We have also signed up to the Business in the Community Race Charter, retained our Disability Confidence accreditation, re-joined the Time to Change mental health pledge and made a commitment to the Stonewall's No Bystanders pledge – committing to never being a bystander to hateful language and abuse.

Complementing WorkSmart, we have also launched a new wellness programme, #This is Me, which recognises that everyone is different and requires different wellbeing support. The programme includes a series of support tools from videos, podcasts and factsheets, to webinars exploring subjects such as growing up as a black female in the UK, being a working parent in lockdown, working with a learning difficulty, and experiencing racism. We have also run a number of awareness campaigns covering Black History Month, LGBT History Month, Pride, the menopause and domestic abuse, all designed to challenge misperceptions, encourage open and honest conversation and support diversity and inclusion.

There are real benefits in an equal, diverse and inclusive workforce for our colleagues and our customers, and we continue our commitment to recruiting, encouraging and helping to develop a more balanced and diverse workforce - and our self-reporting this year reflects this. We are extremely proud to say that 66.2% of the promotions made in the last 12 months were for our female colleagues, and we are committed to continue work to increase the proportions of underrepresented groups across our entire employee population.

As a member of Orbit's Executive Team, I can confirm that the information contained in this report is accurate.



A handwritten signature in black ink, appearing to read 'Craig Wilcockson'.

Craig Wilcockson
Group People Director

What is the gender pay gap?

A gender pay gap is the difference between the average pay of all men and women in an organisation. It's very different to equal pay, which is about making sure men and women are paid equitably for doing the same or comparable work. We pay all men and women equally for doing similar work or work of the same value.

This year's data is calculated based on the hourly rates of pay as of 5th April 2020.

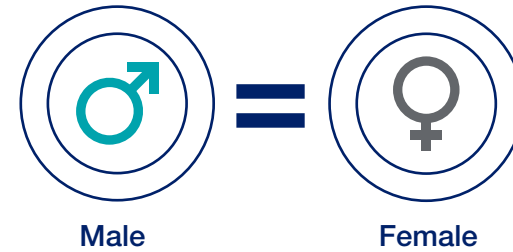
Typically, the gender pay gap exists due to one of two core issues:

- **Equality** - Where males and females carrying out similar roles are paid differently; or
- **Diversity** - Where the proportion of males and females differ at different pay scales

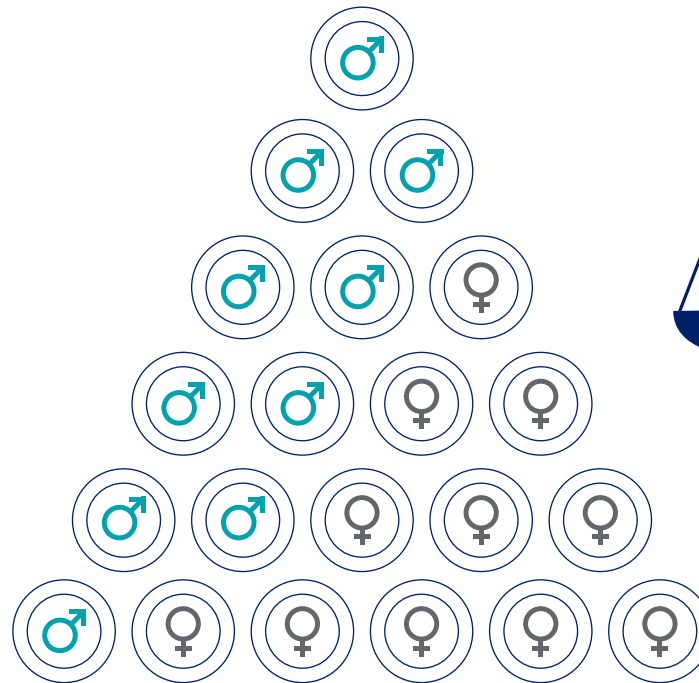
Analysis shows that a company's pay gap is caused primarily by a diversity issue, where there is a greater proportion of males in more senior and technical roles.

The gender pay gap has always been a topic of interest, but in an attempt to increase awareness and improve pay equality, the UK government introduced compulsory reporting of the gender pay gap for organisations with 250 or more employees.

Equal pay comparison



The gender pay gap



One of the main reasons for the gender pay gap in our society is that there is a greater proportion of males in more senior and technical roles.



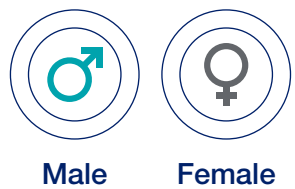
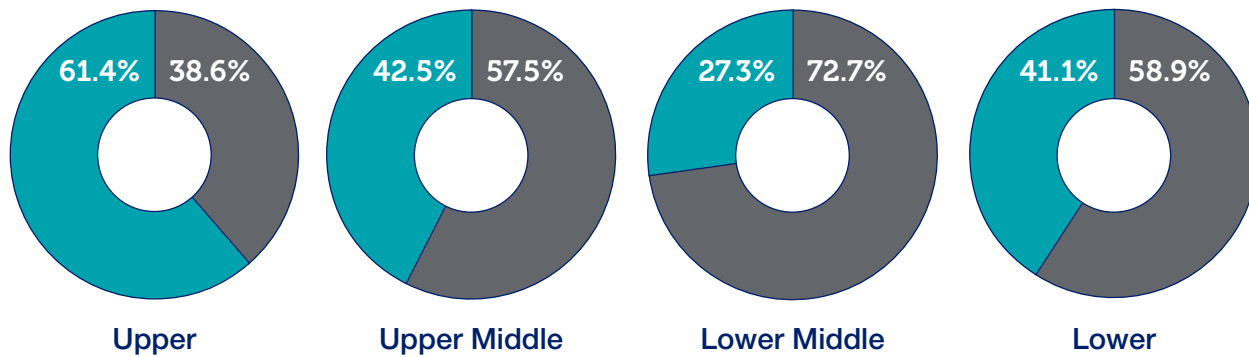
National median gender pay gap in 2020 was 15.5%

Our gender pay & bonus gap figures

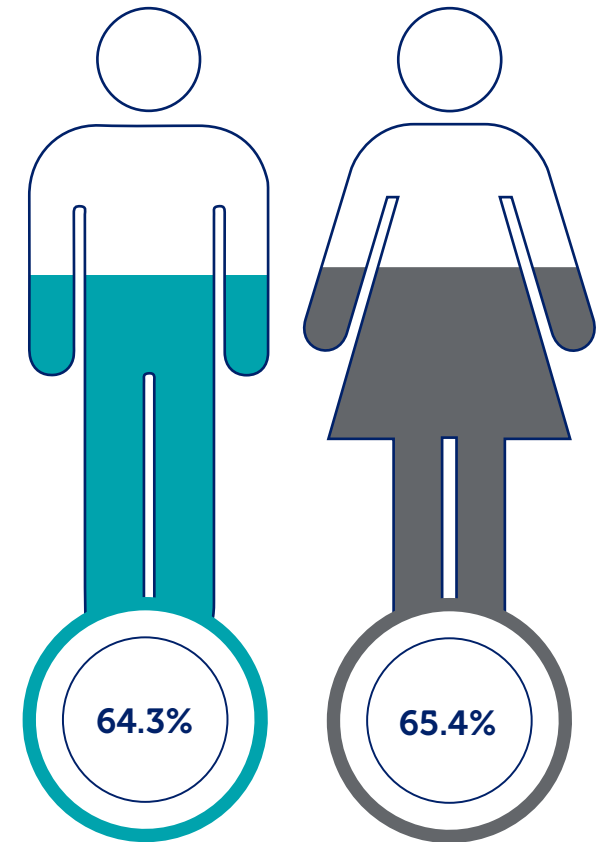
The table below shows Orbit's overall mean and median gender pay and bonus gap, based on hourly rates of pay:

| | Mean | Median |
|------------------|-------|--------|
| Gender Pay Gap | 24.3% | 19.3% |
| Gender Bonus Gap | 21.9% | 23.5% |

Pay Quartiles:



Employees who received bonus pay:



Understanding our Figures

At a headline level, 57% of our colleagues are female and 43% are male.

Across our organisation, we pay men and women equally for doing the same job. Our gender pay gap exists primarily because there are higher proportions of women working for us in our care teams and, like many construction businesses, we have more men working in specific technical roles. This isn't unique to us, but we are taking steps to create more gender balance throughout the organisation, and the minor fluctuations shown in our figures are the impact of general recruitment activity.

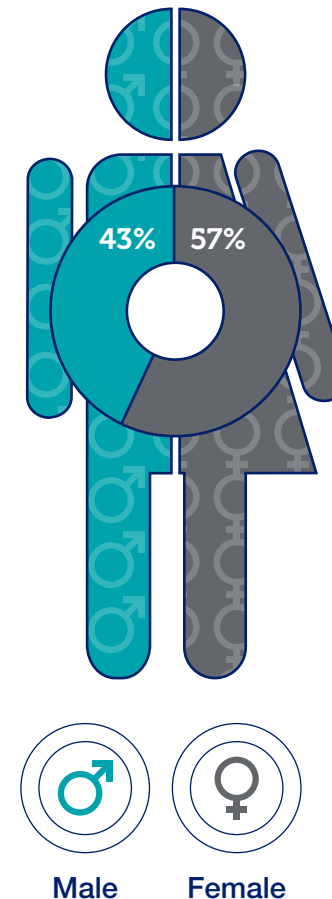
- **A higher proportion of women work in lower paid care-related roles within Orbit**
- **A higher proportion of men work in higher paid construction-related roles**
- **Our most senior roles are predominantly held by men**

Eliminating our pay gap won't happen overnight and it requires a societal shift from the traditional view of gender roles. Whilst this maybe a macro societal issue, we are aware that we have a responsibility to do our best to influence it, and have set the following ambitions for Orbit moving forward:

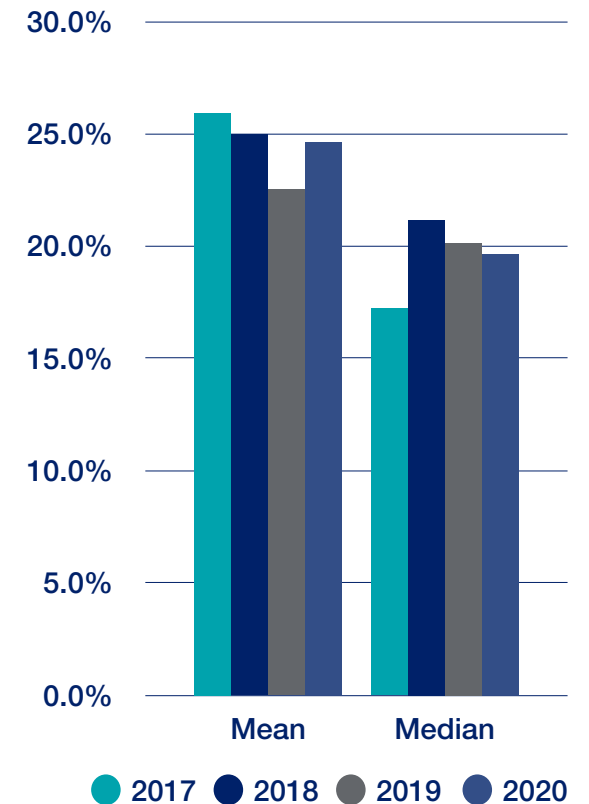
- To increase the number of women in our construction arm and in more senior roles within Group
- To try to attract more men to work in care-related roles
- To ensure our reward and benefits enable everyone to balance their professional and personal lives

We believe that our new WorkSmart programme will help address the latter as part of our portfolio of benefits and we will be closely monitoring its impact over the next 12 months as part of our continuous improvement programme.

Orbit's employee gender split



Mean and median pay gap trend over the last four years:



Orbit's progress to equality

