



# Our colleagues

Pay gap report 2022

# One Manchester

## Our Approach and Commitment

We strive to create a culture that everyone is proud to be part of. We aim to make sure our values are at the **HEART** of our organisation and everything we do. We recognise the importance of creating a diverse and inclusive culture, where colleagues can thrive and bring their true selves to work. This helps us to be representative of the communities we work in.

Our pay structure also reflects this, with all colleagues paid the same hourly rate for the same role, regardless of their characteristics.

This report shows our pay gap across a number of protected characteristics, including gender and ethnicity, regardless of the role colleagues have within the organisation.



Age



Sexual Orientation



Ethnicity



Disability



Marital Status



Gender



Religion or Belief





## What we've been working on since the last report:

- Following the introduction of our ED&I Lead in June 21, we've worked hard on identifying our ED&I priorities and development of a clear ED&I action plan
- Introduction of our Equality, Diversity and Inclusion group – INC. Run by colleagues, the group come together to promote ED&I, discuss ideas and provide feedback
- 'Rooney rule' has been applied within our recruitment and selection processes, which supports the recruitment of both female and ethnic minority colleagues
- We've become a Disability Confident employer, committed to selecting candidates with a disability that meets the minimum criteria
- Introduced a new Job Evaluation system and external salary benchmarking process, which each role within the organisation will be benchmarked against
- Designed and started implementation of our Leadership Development Programme with our most senior leaders
- Introduced a monthly Pulse survey with specific questions on our culture and inclusion, providing further opportunity for colleagues to feedback on how we are doing



# Understanding the data

## Mean

The mean is our average pay, calculated by adding up all of our hourly rates of pay and dividing by the number of colleagues within that group.

## Median

The median shows the middle value within a specific group, calculated by organising all of the hourly rates of pay in order, then selecting the middle number.

## Pay Quartile Breakdown

For pay quartiles, we've listed the salary of every colleague in order and then split the list into four equal parts to show our pay quartiles. Salaries increase from quartile 1 to quartile 4.

## Pay Gap

The pay gap is the difference between the points for each of the characteristics. A + pay gap % means that the majority group is receiving a higher rate of pay. A - pay gap % illustrates that the minority group is receiving a higher rate of pay.





# Gender Pay Gap

While we strive to achieve a 0% pay gap to create an environment of complete parity, we are really pleased to see that our gender pay gaps remain positive, with our mean pay gap increasing further from last years' position. Female colleagues are, on average, receiving an hourly rate of 7.62% (£1.35) more than male colleagues.

## Understanding The Data

Employees

**455**

Mean Pay Gap

**-7.62%**

Gender Split

Male **275**

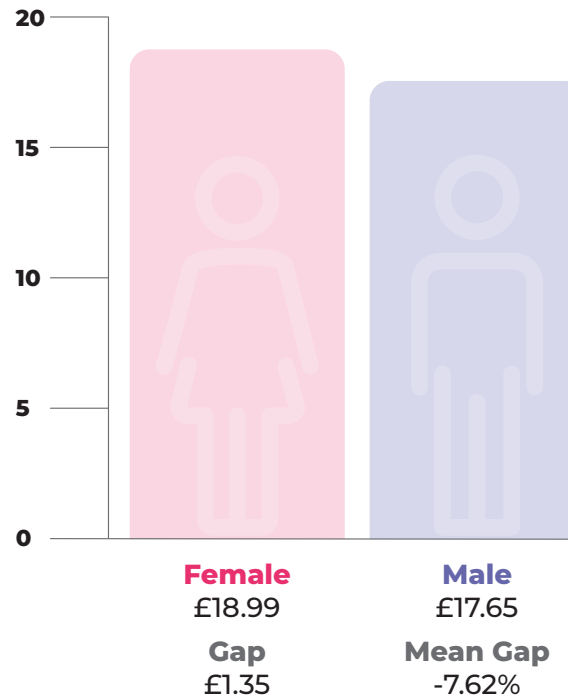
Median Pay Gap

**-2.31%**

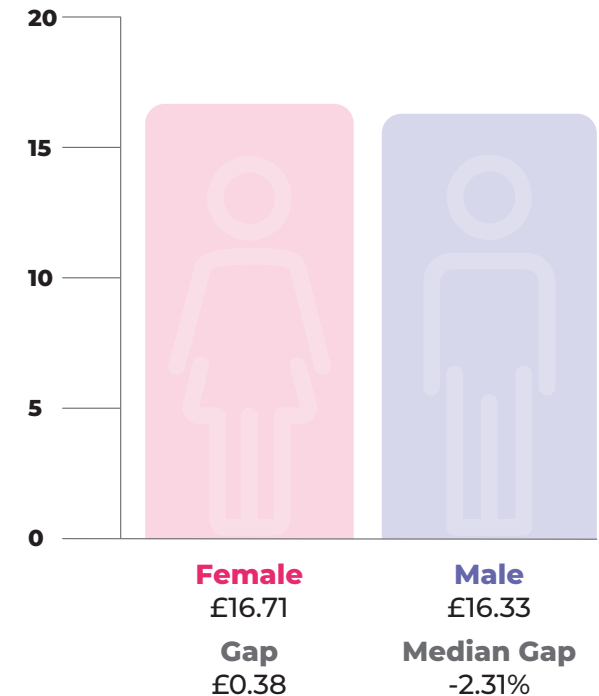
Female **180**

One Manchester made no bonus payments to colleagues during this period.

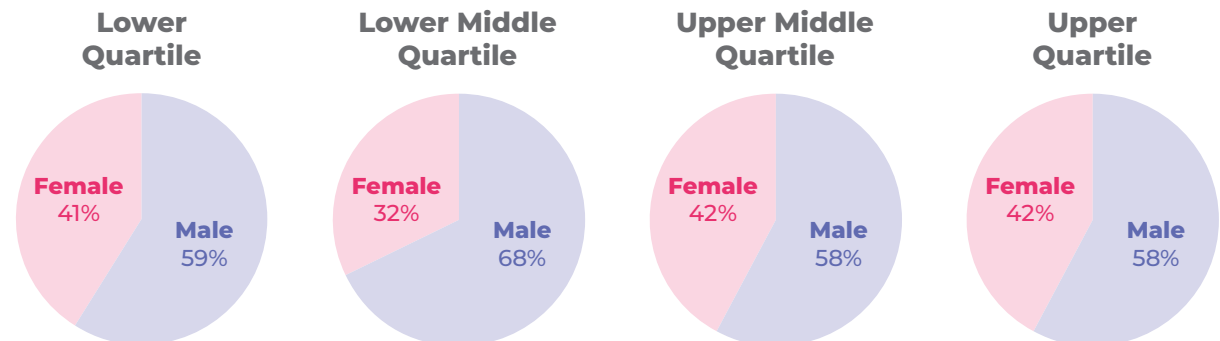
## Mean Average Hourly Pay Gap



## Median Hourly Pay Gap



## Pay Quartiles





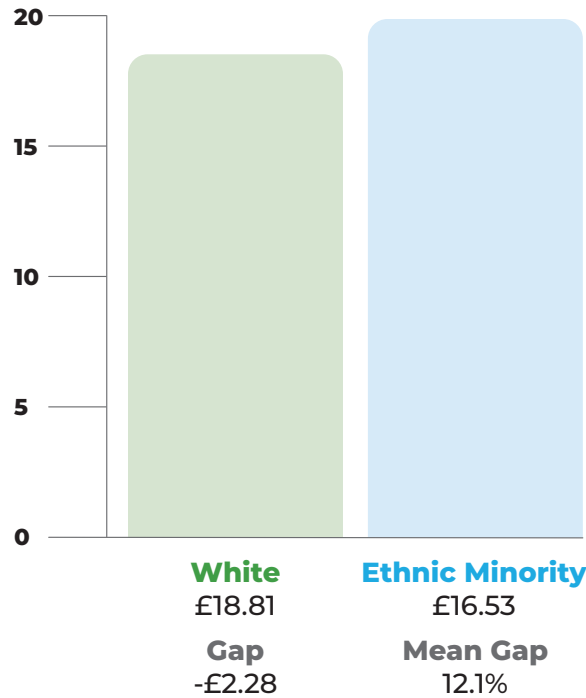
# Ethnicity Pay Gap

We are disappointed that our ethnicity pay gap remains negative, with our mean ethnicity pay gap being 12.1%. However, we can see our mean pay gap is moving in the right direction, reducing by 2.1% compared to last year. Our data also shows an increase in the number of ethnic minority colleagues in the organisation, increasing to 17.4% (totalling 78 colleagues) in April 22. There is still more work to do and we're keen to continue attracting more ethnic minority colleagues to the organisation, particularly in our higher paid roles.

<b>White</b>	<b>370</b>	<b>82.6%</b>
<b>Ethnic Minority</b>	<b>78</b>	<b>17.4%</b>

*We had 7 colleagues who preferred not to share their ethnicity*

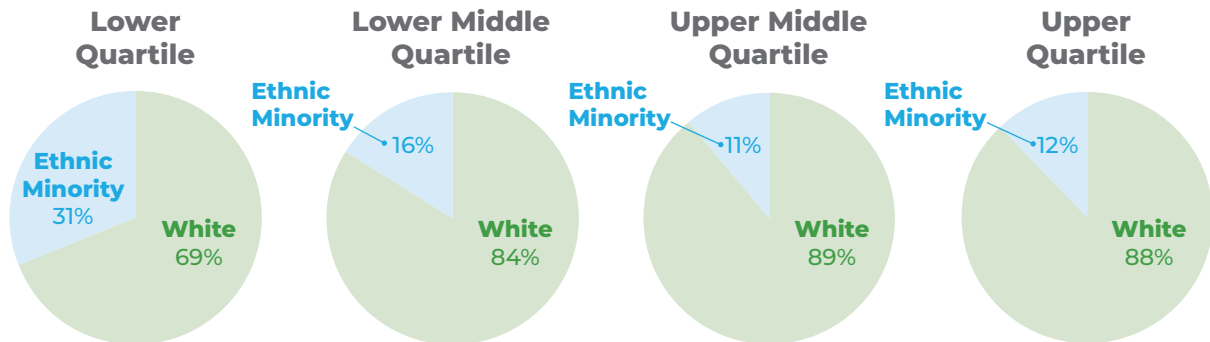
### Mean Average Hourly Pay Gap



### Median Hourly Pay Gap



### Pay Quartiles

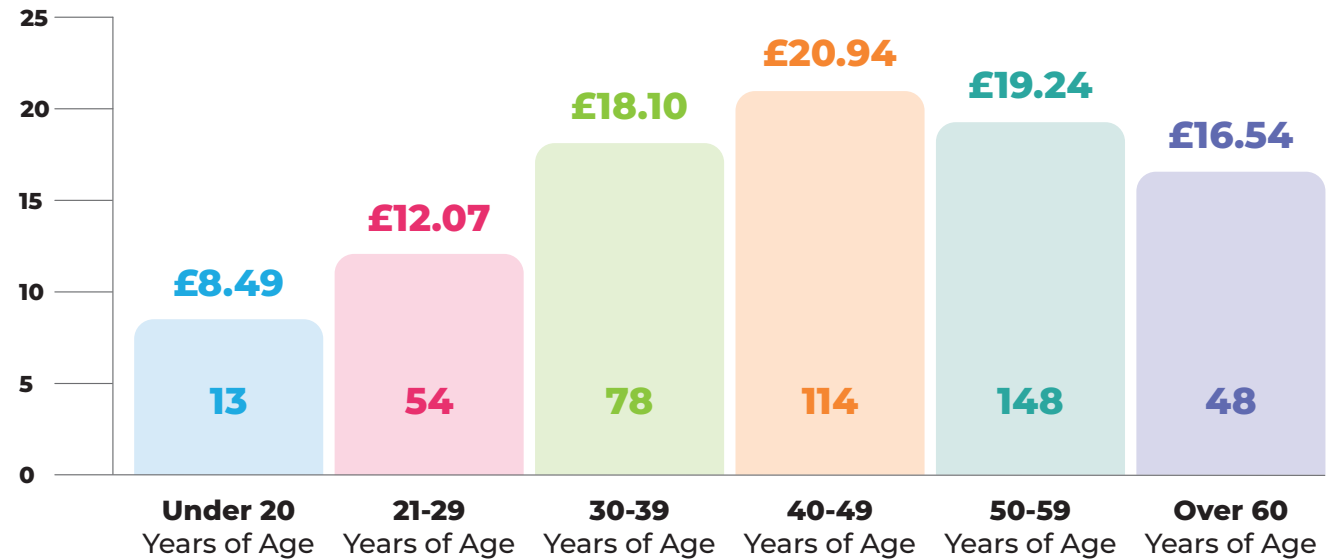


# Age Pay Gap

Our age pay data reflects what would be expected in terms of an employee life cycle.

Where most younger colleagues are starting their careers in apprenticeships, trainee-ships and graduate programmes the pay is reflected accordingly. Pay rates naturally increase over time with experience, knowledge, qualifications and promotion, which is reflected in the data. One Manchester is proud to be a **Real Living Wage** employer and so our base salaries do not fall below this (excluding apprentices).

Average Hourly Rate by Age

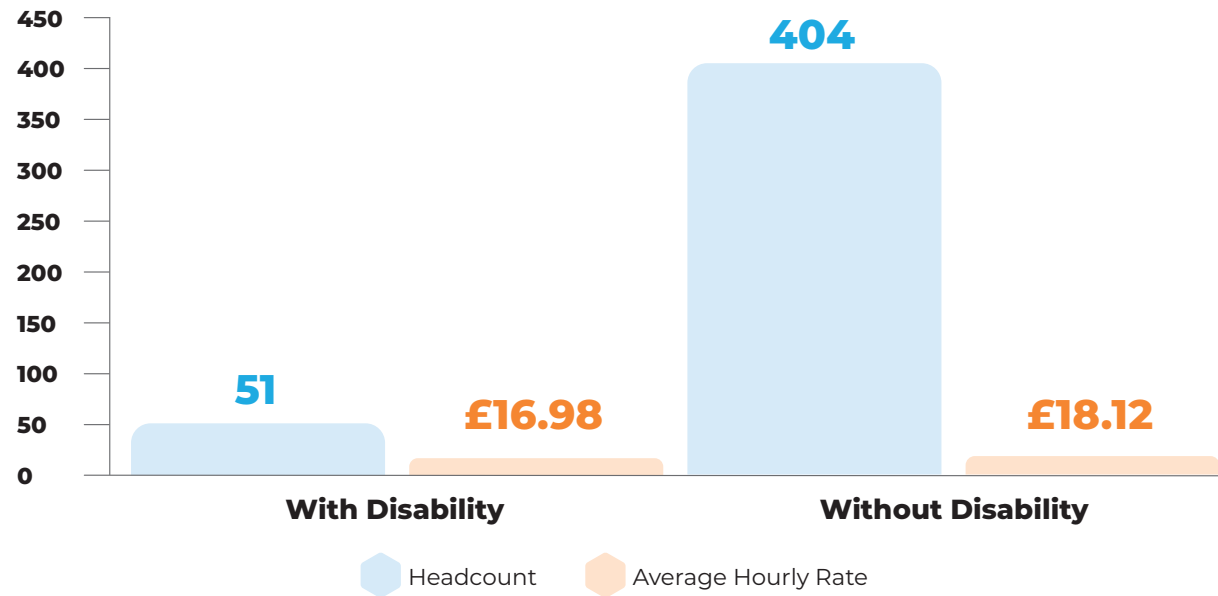


# Disability Pay Gap

It is positive that we have seen a small increase in the number of colleagues that fall under this category, however the gap in pay has increased slightly and shows on average a difference of £1.13 between disabled colleagues and non-disabled colleagues.

We are a **Disability Confident** employer and will continue to work towards reducing this pay gap.

Average Hourly Rate by Disability



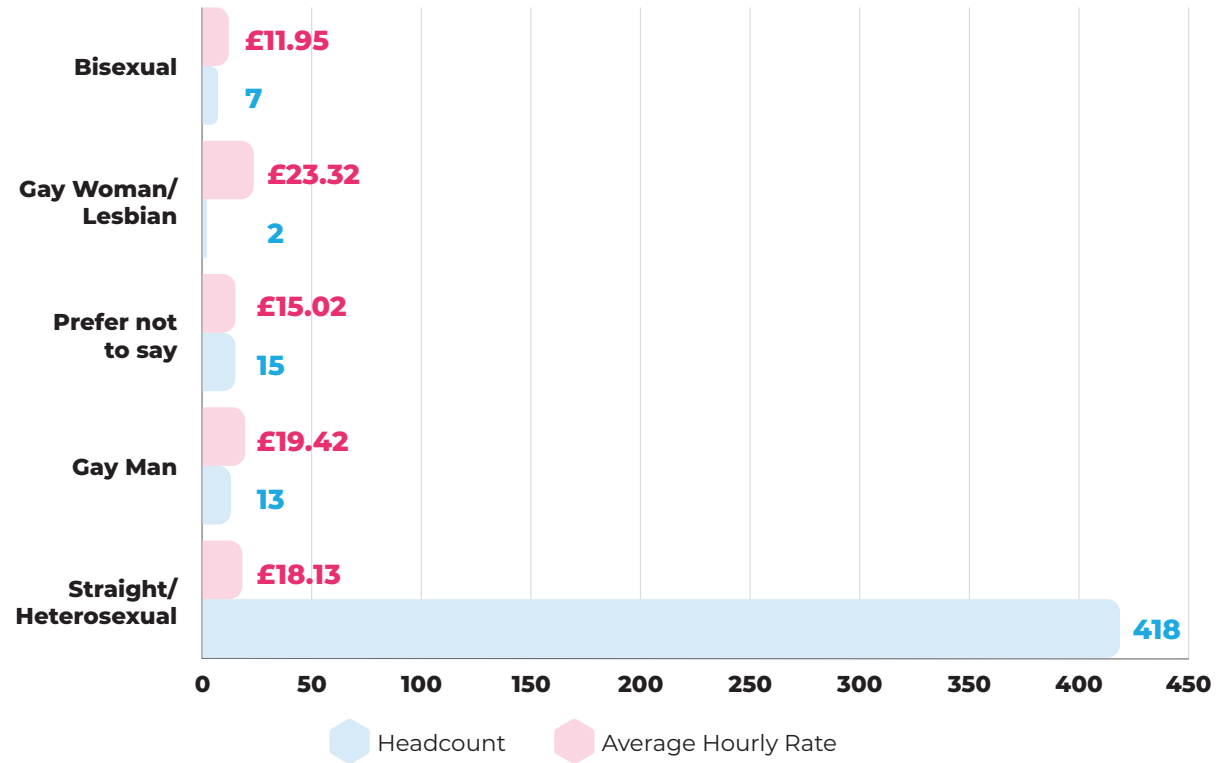




# Sexual Orientation Pay Gap

Our sexuality data shows that based on an average hourly rate, gay women are paid higher than any other group, followed by gay men. Our bisexual colleagues are paid the lowest hourly rate on average.

Average Hourly Rate by Sexual Orientation

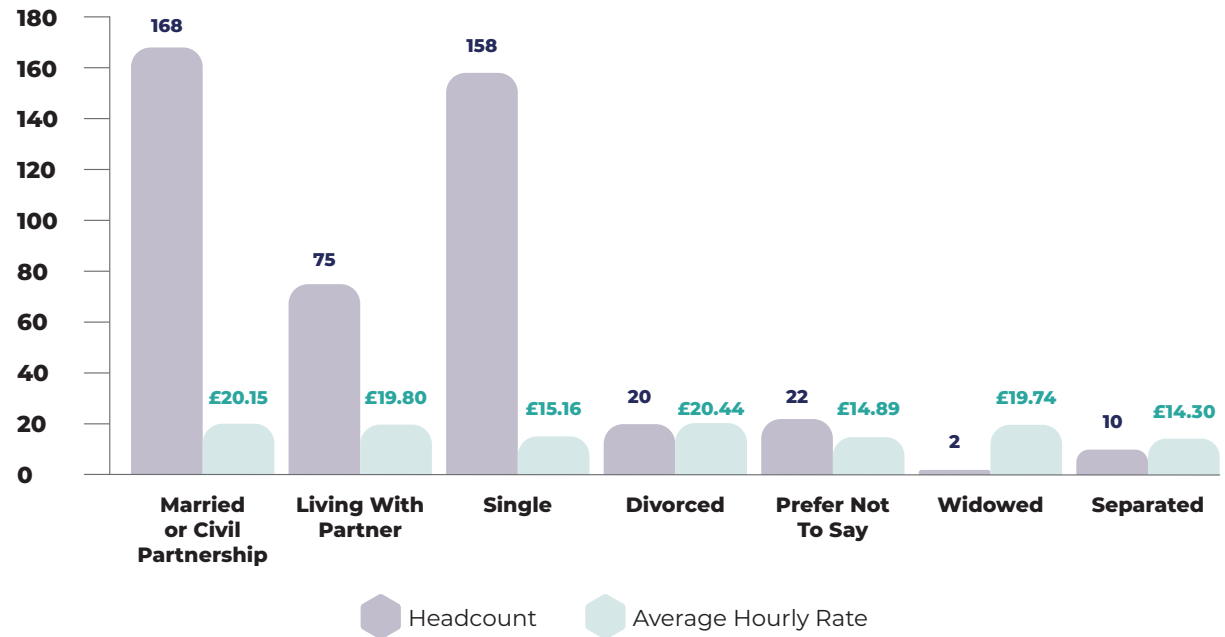




# Marital Status Pay Gap

Our pay data indicates that on average colleagues who are divorced are the highest paid, closely followed by those who are married or in a civil partnership. Our lowest paid colleagues on average tend to be those who are separated.

Average Hourly Rate by Marital Status

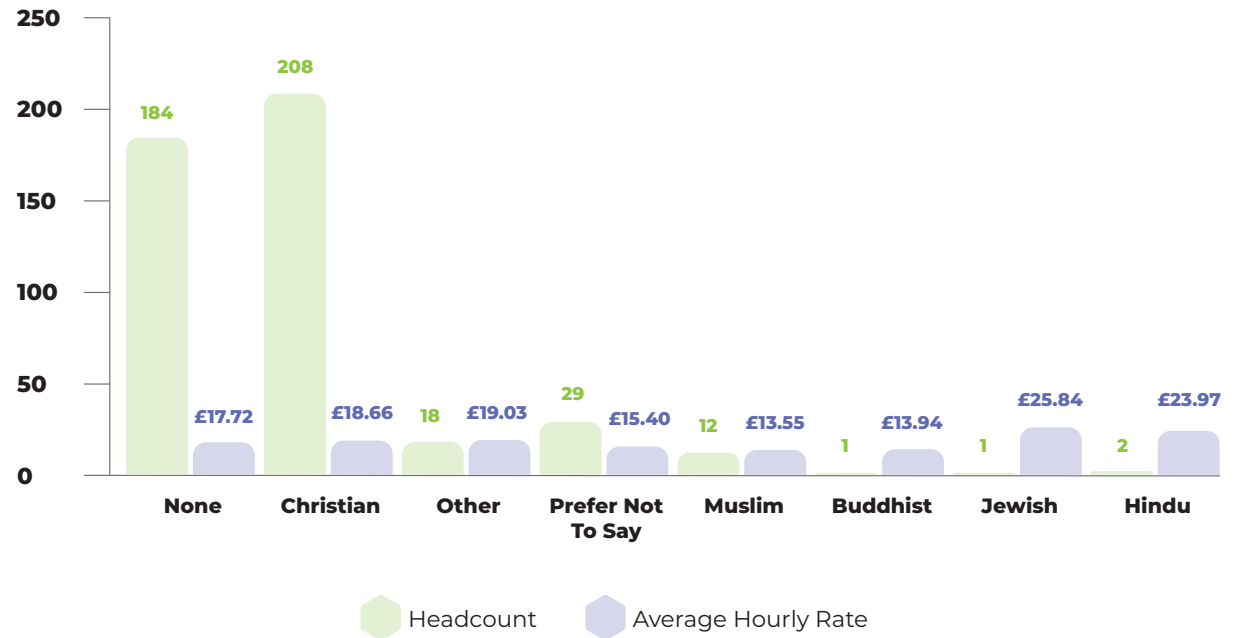




# Religion or Belief Pay Gap

Although we only have a few colleagues within these categories, on average, colleagues who categorised themselves as Jewish or Hindu received a higher hourly rate. Our lowest paid colleagues continue to be Muslim.

Average Hourly Rate by Religion or Belief





# What are we doing to continue to drive equality?

We are really pleased to see some positive movement in our data this year. However, we are conscious that a pay gap still exist and so further work is required if we are to reduce this further.

## To support our ongoing commitment and drive for equality we will:

- Continue to monitor our pay gap data
- Strive to embed ED&I across the organisation so it is part of who we are
- Work with our managers to develop their leadership skills and ability to help remove unconscious bias's and promote an inclusive culture
- Fully embed our new recruitment policy
- Implement our approach to agile working, helping to further support our diverse colleagues
- Adapting our working environments to become more inclusive



**Nicole Kershaw, Chief Executive**