

At OneFamily we are committed to fostering and promoting a diverse culture built on the principles of equal opportunity.

"I recognise there is more we can do to ensure men and women are equally represented across all levels. We remain committed to taking positive action and welcome the new legislation which encourages businesses to act to close the gap", Christina McComb Chairman, OneFamily.

OneFamily welcome the introduction of the requirement for UK companies, with 250 or more staff, to report their gender pay gap. We believe this is an important step towards securing greater gender equality in our industry.

Our aim as a member owned business is to reflect the communities from which we draw our customers and employees who own us. This means ensuring both men and women are equally represented across all departments and levels within our organisation.

Key data

Our overall mean and median gender pay and bonus gap are shown below as at 5 April 2017.

Mean and median gender pay gap

Mean¹

20.3%

Median²

13.4%

Mean and median gender bonus gap

Mean

44.9%

Median

23.5%

Proportion of males and females receiving a bonus³

Females

85.8%

Males

89.5%

What is the gender pay gap?

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

Our legal obligation

From 6 April 2017, all private and voluntary sector employers with 250 or more employees must publicly report a range of gender pay information (set out below).

This information must be calculated with reference to a snapshot date of 5 April each year, and the results must be publicly reported within 12 months of that date.

Applicable companies must publicly report:

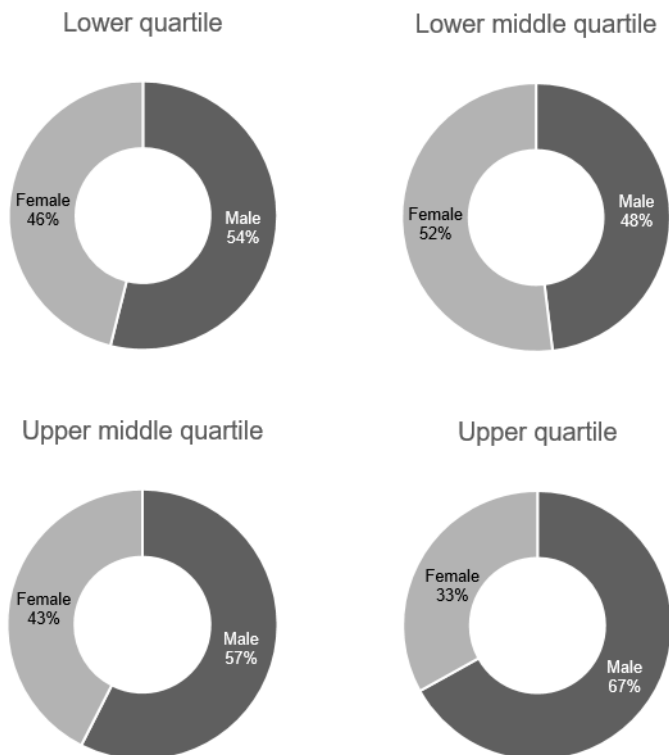
- **Mean gender pay gap:** The difference between the average pay (using hourly rates) for men compared to women, divided by the average pay for men
- **Mean gender bonus gap:** The difference between the average bonus of men compared to women divided by the average bonus of men
- **Median gender pay and bonus gap:** The difference between mid-points of pay and bonus for men compared to the mid-points of pay and bonus of women, divided by the mid-points for men
- **Proportion of females and males in each pay quartile:** The proportion of males and females in four pay bands, the lowest pay band (quartile) is the lowest 25% and the top band (quartile) is the top 25%

¹ The value obtained by dividing the sum of several quantities by their number; an average.

² Denoting the middle value of a series arranged in order of magnitude.

³ As at 5 April 2017, there was a higher proportion of male relevant employees (295) compared to female relevant employees (239).

Proportion of males and females by pay quartile



We recognise that the current structure of our colleague population does present us with a number of challenges:

- Overall, we have a larger male colleague population;
- We have a higher proportion of women than men in our non-senior management roles; and a higher number of men than women in senior management roles.

Whilst we currently have a number of initiatives in place, we acknowledge that we can do more to close the identified gaps and to that end we will be reviewing our people policies to see where further enhancements can be made.

We remain committed to taking positive action and will make particular effort to:

- Identify our female talent at an earlier career stage;
- Develop a more open and transparent approach to career progression to better articulate career pathways for colleagues at all levels;
- Review current return to work initiatives with the aim of improving retention rates of female colleagues;
- Require resourcing partners to provide an appropriate balance of male and female candidates for advertised vacancies.

Simon Markey – CEO: I confirm the data in this report to be accurate