

# Ocean Housing Group’s Disability Pay Gap Report 2024-25

We want to be a great place to work and a great company to do business with. A business that is passionate about fair, equal and inclusive pay and which is voluntarily publishing its disability pay gap as part of its commitment to transparency and publicising the results. There is currently no UK government requirement to publish disability pay gaps, but it is likely this will be a requirement in the future and it also aligns with our values in terms of creating an inclusive work environment and a sense of belonging for everyone.

## Pay and Bonus Gap

Shows our overall mean and median disability pay gap based on hourly rates of pay as at the snapshot date (April 2024). No bonuses were paid in the reference period from April 2024 to March 2025, therefore are not included in this year’s report.

Below are the differences between employees who do and do not identify as having a physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day activities, which is the definition of a disability.

	Mean	Mean 2023	Mean 2022	Median 2024	Median 2023	Median 2022
Pay Gap	-2.99%	-0.46%	--0.31%	-4.12%	-4.84%	-15.87%

At Ocean those who identify as having a disability receive, on average, slightly more pay than those who don’t and this difference is expressed as a percentage above. These results illustrate how Ocean is demonstrating its strategic aims of inclusion and equality for everyone.

## Proportion of employees in each pay quartile

The table below shows the disability distribution across four equally sized quartile pay bands.

	Lowest Quartile			Third Quartile			Second Quartile			Top Quartile		
	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
<b>Yes:</b>	3.6%	5.9%	4.2%	1.8%	0%	4.1%	5.5%	2%	0%	3.6%	4%	8.3%
<b>No:</b>	96.4%	94.1%	95.8%	98.2%	100%	95.9%	94.5%	98%	100%	96.4%	96%	91.7%

This is the fourth year that we have voluntarily published our disability pay gap and the first year that we have seen employees identifying as having a disability across all four pay quartiles.

There is a difference between equal pay and pay for those who identify as having a disability. An inequity in equal pay would be as a result of paying two people performing the same or role of equal value differently. An inequity for those who identify as having a disability could be due to an uneven distribution of abilities at different levels. **We are confident that the results of our disability pay gap is not an equal pay issue, rather that we are living Ocean’s values regarding the importance of equality and diversity in the workplace and people progressing in their careers based on merit.**

Whilst the results of our disability pay gap report show a positive story in that those identifying as having a disability are paid slightly more and are in the higher two levels in our quartiles, this is based on an overall low total percentage of our colleagues identifying as having a disability across the pay quartiles.

The structure of our workforce is made up of:

- A large proportion of those who do not consider that they have a disability, 96.26% in 2024 (96.92% in 2023), (95.68% in 2022)
- Compared to the number identifying as having a disability, which is low, 3.74% in 2024 (3.08% in 2023), (4.32% in 2022)

The number of people in the UK who identified as having a disability was 24% in 2022/23 (House of Commons briefing). In the South West this figure was 18.4% in 2021 and in Cornwall it is now 21.1% , making Cornwall one of the highest ranking areas of disability representation in England (Cornwall Council).

Whilst our disability pay gap is positive, we obviously need to take steps to increase disability representation across all pay quartiles. This means focusing on the following topics:

- We would like to **continue to recruit and develop more people with a disability** to better reflect the community we support.
- We regularly **monitor and benchmark** our disability figures against the National Housing Federation's disability benchmarking and also the South West and Cornwall disability data.
- We continue to look for ways to **widen our recruitment** and ensure it is as inclusive as possible, to encourage more diverse applications.
- We look at ways to ensure our work environment is as **flexible and inclusive** as possible.

We will continue to look at how best to support and develop our greatest asset, which is our people. Our aim is to increase our disability representation across all job levels, but this is a long-term plan and it continues to be important to us and we will focus on initiatives that will support this strategic goal.