

# Gender Pay Report

2019



# Gender Pay Gap Report

As at April 2019

Northampton Partnership Homes employs over 250 staff, managing around 11700 homes across Northampton. We welcome this opportunity to demonstrate our commitment to equal pay for all.

This Gender Pay Gap Report is based on data as at 5 April 2019.

## Our data:

Hourly rates of pay



|        | People | Mean Pay (hourly rate) | Median Pay (hourly rate) |
|--------|--------|------------------------|--------------------------|
| Male   | 137    | £16.04                 | £15.49                   |
| Female | 106    | £16.35                 | £15.49                   |

## Mean and Median Gender Pay Gaps:

**Our Mean Gender Pay Gap is -1.95%.**

This means NPH's male employees are paid on average 1.95% less than females.

The mean is calculated by adding all the hourly rates of pay and dividing them by the number of staff. The mean gender pay gap is the difference between the mean hourly rate of pay for full-pay relevant male employees and that of female full-pay relevant employees.

The result for NPH shows a very small pay gap between males and females.

**Our Median Gender Pay Gap is 0.0%.**

This means NPH's employees, whether male or female, are paid the same on average.

The median is calculated by arranging all hourly rates of pay in order from the highest to the lowest and selecting the middle value. The median gender pay gap is the difference between the median hourly rate of pay for full-pay relevant male employees and that of female full-pay relevant employees.

The result for NPH shows no pay gap compared to the national median gender pay gap of 17.3%.

## Bonuses

Northampton Partnership Homes do not pay bonuses.

## Pay Bands

| Quartile     | Number of Males | Number of Females | Total Number of Employees | Proportion of Male % | Proportion of Female % |
|--------------|-----------------|-------------------|---------------------------|----------------------|------------------------|
| Upper        | 34              | 27                | 61                        | 55.7                 | 44.3                   |
| Upper Middle | 20              | 41                | 61                        | 32.8                 | 67.2                   |
| Lower Middle | 38              | 23                | 61                        | 62.3                 | 37.7                   |
| Lower        | 46              | 15                | 61                        | 75.4                 | 24.6                   |

## More about Northampton Partnership Homes and our gender pay gap report

The split between male and female employees across the Upper quartile pay band shows an almost equal split.

The Lower Middle and Lower quartiles show a higher proportion of males. The Lower Middle and Lower quartiles include the majority of our Property Maintenance Trade Workers.

Our Trade Workers are all male and we are looking at ways to attract females into these roles.

The movement in the Upper quartile is the result of a Senior Management restructure. The new Senior Management team is made up of 50% female and 50% male.

The low gender pay gap at Northampton Partnership Homes demonstrates our commitment to equal pay. We will be clear and transparent about our gender pay gap with our employees, Board, tenants, partners, and our communities.

The data in this report is accurate and in line with mandatory reporting regulations.



**Mike Kay**, Chief Executive