

# Gender Pay Report

2020



# Gender Pay Gap Report

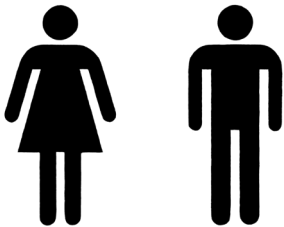
As at April 2020

Northampton Partnership Homes employs over 250 staff, managing around 11,300 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 2020.

## Our data:

Hourly rates of pay



	People	Mean Pay (hourly rate)	Median Pay (hourly rate)
Male	135	£16.63	£15.80
Female	121	£16.41	£15.80

## Mean and Median Gender Pay Gaps:

### Our Mean Gender Pay Gap is 1.30%.

This means NPH's male employees are paid on average 1.30% more 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 15.5%.

## 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	38	27	65	58.5	41.5
Upper Middle	25	38	63	39.7	60.3
Lower Middle	34	29	63	54.0	46.0
Lower	38	27	65	58.5	41.5

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

The split between male and female employees across the Lower Middle quartile pay band shows an almost equal split, followed by the Upper and Lower quartiles.

The Upper Middle quartiles show a higher proportion of females. This quartile includes the majority of our Housing Support and Housing Officers which are predominately female.

The 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