

Gender Pay Gap Report 2023

www.nph.org.uk

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**NORTHAMPTONSHIRE
PARTNERSHIP HOMES**

Gender Pay Gap Report

As at April 2023

Northamptonshire Partnership Homes employs over 250 staff, managing around 11,300 homes across Northamptonshire. We welcome this opportunity to demonstrate our commitment for equal pay for all.

This Gender Pay Gap Report is based on data as at 5 April 2023.

Our data

Hourly rates of pay

	People	Mean pay (hourly rate)	Median pay (hourly rate)
Male	150	£18.40	£17.03
Female	131	£18.61	£17.97

Mean and median gender pay gaps

Our mean gender pay gap is -1.1%

This means NPH's female employees are paid on average **1.1%** more than males.

The mean is calculated by adding all the hourly rates 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 positive pay gap between males and females.

Our median gender pay gap is -5.5%

This means NPH's female employees are paid on average **5.5%** more than male employees.

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 a very small positive pay gap, compared to the national median gender pay gap of 14.9%.

Bonuses

Northamptonshire Partnership Homes does not pay bonuses.

Pay bands

Quartile	Number of males	Number of females	Total number of employees	Proportion of male %	Proportion of female %
Upper	41	29	70	59%	41%
Upper Middle	24	47	71	34%	66%
Lower Middle	39	30	69	57%	43%
Lower	46	25	71	65%	35%

More about Northamptonshire Partnership Homes and our Gender Pay Gap Report

The split between male and female employees across the Upper and Upper Middle quartile pay bands shows a difference of **7%** between male and female employees (65 male and 76 female).

The Lower Middle quartile shows a higher proportion of males. This quartile includes the majority of our multi-task trades, who are all male.

The Lower quartile also shows a much higher proportion of males. This quartile includes all of our environmental operatives, who are all male, and all of our apprentices (77% male).

On 5th April 2023, the Executive Management team was made up of **56% female** and **44% male**.

The low gender pay gap at Northamptonshire 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.



Steve Feast
Steve Feast
Chief Executive



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