

Gender Pay Gap Report 2024

www.nph.org.uk

Registered office: The Guildhall, St Giles Square, Northampton, NN1 1DE



**NORTHAMPTONSHIRE
PARTNERSHIP HOMES**

Gender Pay Gap Report

As of April 2024

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 (GPG) is based on data as of 5 April 2024.

Executive Summary

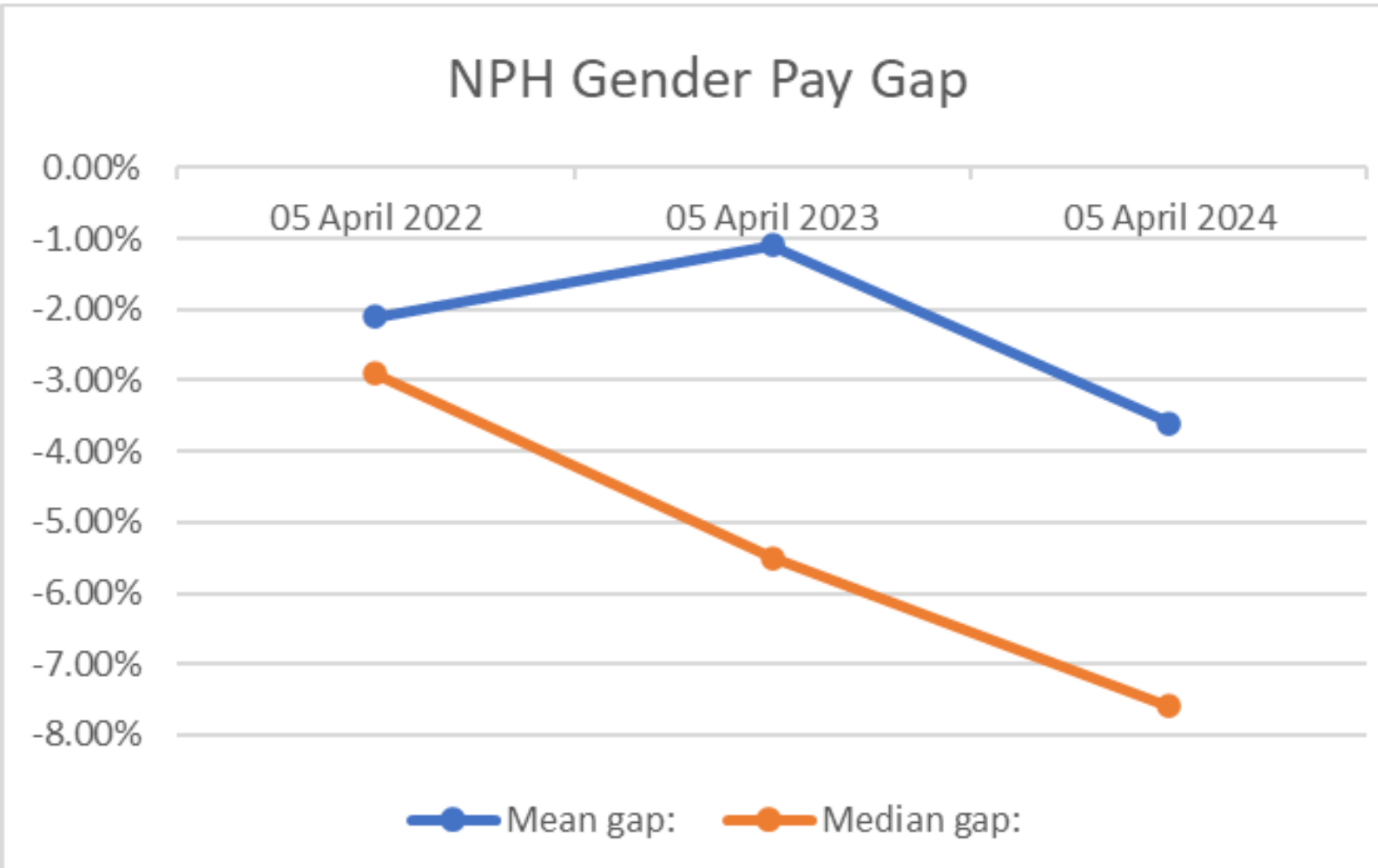
Our latest report reveals that NPH’s mean gender pay gap is currently (as of April 2024) -3.6% and our median gap is -7.6%, showing that NPH’s female employees are generally paid more than their male counterparts. This indicates a negative gender pay gap. While this demonstrates our commitment to fair pay, we are committed to reviewing this gap to ensure that all colleagues are paid equitably. Notably, in 2022 our gender pay gap was -2.1% on the mean and -2.9% on the median hourly rates. In 2023 the gap was -1.1% on the mean and -5.5% on the median. This shows a trend of increasing disparity in favour of female employees that we need to address.

Hourly Rates of Pay

At the time of reporting, our workforce includes 144 male employees and 130 female employees. Here is a breakdown of their pay:

	People	Mean pay (hourly rate)	Median pay (hourly rate)
Male	144	£19.29	£17.89
Female	130	£19.99	£19.25

This means that, as of April 2024, on average, women at NPH earn 3.6% more than men. The median pay gap, which looks at the middle point of the pay ranges, shows that women earn 7.6% more than men. For context, our gender pay gap over the last three years was as follows:



Financial

NPH does not give out bonuses, making our pay comparisons straightforward and focused on hourly rates alone. The focus remains on ensuring fair and equitable pay for all employees, reflecting our commitment to financial transparency and responsibility.

Risk Assessment

Addressing the negative gender pay gap involves several risks and considerations:

Perception Risks

Ensuring that efforts to balance the pay gap are seen as fair and not discriminatory against any gender.

Regulatory Compliance

Adhering to all legal requirements and guidelines regarding pay equality.

Employee Morale

Maintaining high levels of employee morale and trust during the transition to a zero pay gap.

Equality and Diversity

Our analysis of pay bands offers further insight into the gender distribution across different levels of the organisation:

Pay bands

Quartile	Number of males	Number of females	Total number of employees	Proportion of male %	Proportion of female %
Upper	36	33	69	52%	48%
Upper Middle	22	46	68	32%	68%
Lower Middle	41	27	68	60%	40%
Lower	45	24	69	65%	35%

As of early April 2024, our Executive Management team is evenly split, with 50% women and 50% men. This balance reflects our commitment to gender equality at the highest levels of our organisation. We are dedicated to fostering a diverse and inclusive workplace, where all employees feel valued and fairly compensated.

Commitment to Equal Pay

The low gender pay gap at NPH shows our dedication to fair pay. We are committed to being transparent about our gender pay gap with everyone involved in our organisation, from employees to partners and communities. However, we acknowledge that a negative pay gap, where women earn more than men, also needs careful consideration.

UK Gender Pay Gap Averages

To put our gender pay gap into perspective, it is important to compare it with the UK national averages. According to the Office for National Statistics (ONS):

“The gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full-time employees, and in April 2023 it stands at 7.7%”

For more on this see: [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/gender-pay-gap)

Compared to these figures, NPH’s mean gender pay gap of -3.6% and median gender pay gap of -7.6% indicate that our female employees are earning significantly more than the national average for women, and more than our male employees.

Future Steps

To ensure that all colleagues are paid fairly, we will be conducting a thorough review of our negative pay gap. Our goal is to achieve a zero pay gap, ensuring true pay equality across our workforce. This includes:

- Regular Pay Audits - we will conduct frequent audits to monitor and address any disparities
- Policy Adjustments - we will continue to update our pay policies to maintain fairness
- Employee Engagement - we will involve employees in discussions and decisions regarding pay equity

By continuing to promote equality and transparency, we aim to build a fairer workplace for everyone at NPH. The data in this report is accurate and follows all mandatory reporting regulations, reinforcing our pledge to equal pay.



Steve Feast

Steve Feast
Chief Executive



**NORTHAMPTONSHIRE
PARTNERSHIP HOMES**