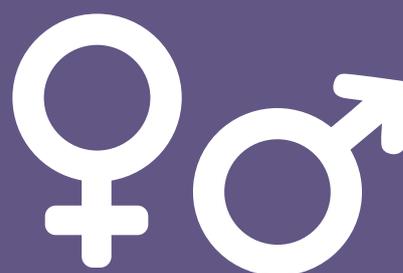


5 April 2017

# Gender pay gap



Lewisham  
Homes

Total Male Employees	340
Total Female Employees	174
	<u>514</u>

## Results for 2017

Our report for 2017 concludes there is no overall gender pay gap at Lewisham Homes. However, we are taking steps to encourage more women to take up work opportunities and training as skilled tradespeople within our organisation. We are also supporting the development of female staff across all professions.

GENDER PAY GAP	MALE	FEMALE
Mean hourly rate	17.08	17.58
Mean gender pay gap	2.84% (in favour of women)	
Median hourly rate	15.55	16.41
Median gender pay gap	5.24% (in favour of women)	

## Bonus Pay

Unlike many other housing providers, who outsource their repairs service, we have an in-house team. Our skilled tradespeople are our only employees that are paid a bonus. In a team of 83, there is only one woman which is the principal reason for the disparity between the comparative percentages.

BONUS PAY GAP	MALE	FEMALE
Mean hourly rate	1.14	1.08
Mean gender pay gap	4.94%	
Median hourly rate	1.23	1.08
Median gender pay gap	12.20%	

### Proportion of men and women paid a bonus

MEN		WOMEN	
Total relevant male employees paid a bonus	82	Total relevant female employees paid a bonus	1
Divided by total relevant male employees	340	Divided by total relevant female employees	174
Percentage of men paid a bonus	24.12%	Percentage of women paid a bonus	0.57%

### Proportion of men and women in quartile pay bands

GENDER PAY GAP	MEN	WOMEN	TOTAL
Quartile A - the upper quartile* (highest earning staff)	90 (70%)	38 (30%)	128
Quartile B - the upper middle quartile	76 (59%)	53 (41%)	129
Quartile C - the lower middle quartile	64 (50%)	64 (50%)	128
Quartile D - the lower quartile (lowest earning staff)	110 (85%)	19 (15%)	129
<b>Total staff</b>	<b>340 (66%)</b>	<b>174 (34%)</b>	<b>514</b>

\* Within the upper quartile group there are 99 men and 38 women including trades staff who are working on a bonus scheme. This gives a ratio split of 70% men / 30% women. However, if the trades staff are removed, there are 55 men and 38 women which gives a ratio split of 59% men / 41% women.

I confirm that these calculations are accurate as at 5 April 2017.



**Adam Barrett**  
**Director of Resources, Lewisham Homes**