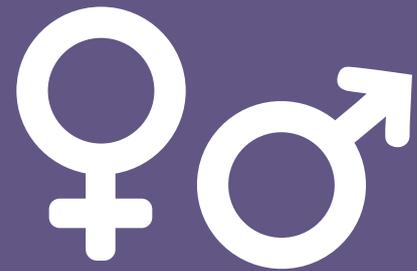


2018

Gender pay gap



Total Male Employees	311
Total Female Employees	159
	<u>470</u>

Results for 2018

Our report for 2018 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	16.18	16.82
Mean gender pay gap	3.80% (in favour of women)	
Median hourly rate	16.01	17.08
Median gender pay gap	6.26% (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 72, 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	1.36	1.43
Mean gender pay gap	5.18%	
Median hourly rate	1.43	1.43
Median gender pay gap	0.0%	

Proportion of men and women paid a bonus

MEN		WOMEN	
Total relevant male employees paid a bonus	71	Total relevant female employees paid a bonus	1
Divided by total relevant male employees	311	Divided by total relevant female employees	159
Percentage of men paid a bonus	22.83%	Percentage of women paid a bonus	0.63%

Proportion of men and women in quartile pay bands

GENDER PAY GAP	MEN	WOMEN	TOTAL
Quartile A - the upper quartile* (highest earning staff)	81 (69%)	36 (31%)	117
Quartile B - the upper middle quartile	63 (53%)	55 (47%)	118
Quartile C - the lower middle quartile	64 (54%)	54 (46%)	118
Quartile D - the lower quartile (lowest earning staff)	103 (88%)	14 (12%)	117
Total staff	311 (66%)	174 (34%)	470

* Within the upper quartile group there are 81 men and 36 women including trades staff who are working on a bonus scheme. This gives a ratio split of 69% men / 31% women. However, if the trades staff are removed, there are 56 men and 37 women which gives a ratio split of 59% men / 41% women.

I confirm that these calculations are accurate as at 5 April 2018.

Alex Bush
Head of Corporate Services, Lewisham Homes