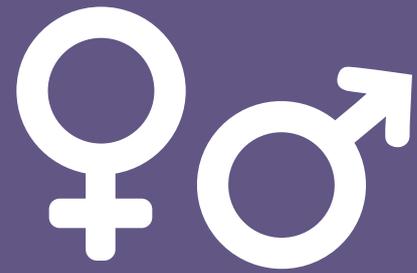


2019

Gender pay gap



Total Male Employees	356
Total Female Employees	203
	<u>559</u>

Results for 2019

Our report for 2019 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	18.03	18.29
Mean gender pay gap	1.40%(in favour of women)	
Median hourly rate	15.03	15.90
Median gender pay gap	5.80%(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
Average of bonus pay	210.73	230.75
Mean gender pay gap	9.50%	
Median bonus pay	230.75	230.75
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	356	Divided by total relevant female employees	203
Percentage of men paid a bonus	19.94%	Percentage of women paid a bonus	0.49%

Proportion of men and women in quartile pay bands

GENDER PAY GAP	MEN	WOMEN	TOTAL
Quartile A - the upper quartile* (highest earning staff)	99 (71%)	40 (29%)	139
Quartile B - the upper middle quartile	71 (56%)	56 (44%)	127
Quartile C - the lower middle quartile	66 (47%)	75 (53%)	141
Quartile D - the lower quartile (lowest earning staff)	120 (79%)	32 (21%)	152
Total staff	356 (64%)	203 (36%)	559

I confirm that these calculations are accurate as at 9 March 2020.

Sejal Gillam
Head of people, Lewisham Homes