

# PUBLIC

## DERBY HOMES BOARD

THURSDAY 28 MARCH 2024

## GENDER PAY GAP 2023/24

ITEM NO. Enc.13

Report of: The Head of Governance

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### PRESENTED BY:

Taranjit Lalria

1.	<b>SUMMARY</b>
1.1	This report informs the Board of gender pay gap data for the 2023/24 year. The results are shown in Appendix 1 in the statutory reporting format. A verbal explanation of the results will be given at the meeting.
2.	<b>RECOMMENDATION</b>
2.1	To note the report and the data contained within Appendix 1.
3.	<b>REASON FOR RECOMMENDATION</b>
3.1	To advise the Board of the current data and reporting requirements.
4.	<b>MATTERS FOR CONSIDERATION</b>
4.1	Derby Homes is required to publish, annually, its gender pay gap in a prescribed format, as detailed in Appendix 1.
4.2	The trends since Derby Homes first published this data are set out in Appendix 2.
4.3	When considering the data, it is necessary to consider the context of the reporting requirements. All posts are included. Derby Homes has had difficulty in reducing the gap, as the relatively male dominated trades related jobs being are paid more than the relatively female dominated housing management areas. All jobs are individually assessed, using consistent job evaluation methodology, to ensure that the pay is set fairly for each job.
5.	<b>OTHER OPTIONS CONSIDERED</b>
5.1	Not applicable.

<b>6.</b>	<b>IMPLICATIONS</b>
<b>6.1</b>	<b>Legal/Confidentiality</b>
<b>6.1.1</b>	Publication of this data is a legal obligation. The report, therefore, is purely for noting.
<b>6.2</b>	<b>Consultation – N/A</b>
<b>6.3</b>	<b>Equalities impact assessment</b>
<b>6.3.1</b>	No assessment has been completed; however, the report provides trend information in our gender pay gap, and highlights disparities between pay genders.
<b>6.4</b>	<b>Financial and business plan – N/A</b>
<b>6.5</b>	<b>Council – N/A</b>
<b>6.6</b>	<b>Environmental – N/A</b>
<b>6.7</b>	<b>Risk – N/A</b>

<b>7.</b>	<b>Background information</b>
<b>7.1</b>	Not applicable.

<b>8.</b>	<b>Appendices</b>
<b>8.1</b>	Appendix 1 – Gender pay gap data
<b>8.2</b>	Appendix 2 – Annual Derby Homes trends

**This report has been approved by:**

Managing Director	Maria Murphy	15.03.2024
Finance Director & Company Secretary	Michael Kirk	14.03.2024
Head of Governance; Corporate Support; Company Solicitor	Taranjit Lalria	14.03.2024
Governance Manager (checked)	Jane Haywood	27.02.2024