

Gender Pay Gap

Appendix 2 – Derby Homes Annual Trends

	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Hourly pay gap between male and female							
Mean % (male pay higher than female)	8.0	8.7	8.0	5.9	6.7	5.6	8.1
Median % (male pay higher than female)	18	14	15	17	17	13.1	15.5
% of females in workforce at each specific pay quartile							
Upper quartile	33	32	33	35	34	41	36
Upper-middle quartile	24	29	29	33	33	39	31
Lower-middle quartile	55	60	56	54	54	45	54
Lower quartile	59	80	60	53	54	55	61