

**PUBLIC**  
**DERBY HOMES BOARD MEETING**  
**GENDER PAY GAP 2024/25**  
**THURSDAY 24 APRIL 2025**

<p><b>ITEM NO. Enc. 6</b></p> <p><b>PRESENTER: Taranjit Lalria</b></p> <p><b>Please delete as appropriate:</b>  <b>Governance</b>  <b>Compliance</b></p> <p><b>Please delete as appropriate:</b>  <b>Noting</b></p>
---

<b>REPORT OF (OWNER) AND EMAIL</b>
<b>Taranjit Lalria Taranjit.lalria@derbyhomes.org</b>
<b>REPORT AUTHOR AND EMAIL</b>
<b>Jane Haywood – jane.haywood2@derbyhomes.org</b>

<b>1.</b>	<b>SUMMARY</b>
<b>1.1</b>	To inform the Board of the annual gender pay gap data.
<b>1.2</b>	The data was discussed in detail at the Governance Committee held on Thursday 13 March 2025.

<b>2.</b>	<b>RECOMMENDATION</b>
<b>2.1</b>	To note the report and data contained within the appendices.

<b>3.</b>	<b>REASON FOR RECOMMENDATION</b>
<b>3.1</b>	To advise the Committee of current data and reporting requirements.

<b>4.</b>	<b>MATTERS FOR CONSIDERATION</b>
<b>4.1</b>	Derby Homes is required to publish, annually, its gender pay gap in a prescribed format, as detailed in Appendix 1.
<b>4.2</b>	The trends since Derby Homes first published this data are set out in Appendix 2.

<b>5.</b>	<b>OTHER OPTIONS CONSIDERED</b>
<b>5.1</b>	N/A

<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.
<b>6.2</b>	<b>Consultation – N/A</b>
<b>6.3</b>	<b>Equalities impact assessment</b>
<b>6.3.1</b>	The report provides trend information in our gender pay gap, and highlights differences between pay genders. Covered under the EDI policy EIA
<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 One – Gender pay gap data
<b>8.2</b>	Appendix Two – Annual Derby Homes trends

**This report has been approved by:** (Add or delete as necessary).

Managing Director	Maria Murphy	14.04.2025
Finance Director & Company Secretary	Michael Kirk	10.04.2025
Head of Governance; Corporate Support; Company Solicitor	Taranjit Lalia	07.04.2025
Governance Manager (checked)	Jane Haywood	08.04.2025

**Reports have only been approved where dates have been applied**