

## Gender Pay Gap

### Appendix 2 – Derby Homes Annual Trends

	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Hourly pay gap between male and female							
Mean % (male pay higher than female)	8.7	8.0	5.9	6.7	5.6	8.1	4.8
Median % (male pay higher than female)	14	15	17	17	13.1	15.5	12.9
% of females in workforce at each specific pay quartile							
Upper quartile	32	33	35	34	41	36	34
Upper-middle quartile	29	29	33	33	39	31	31
Lower-middle quartile	60	56	54	54	45	54	59
Lower quartile	80	60	53	54	55	61	52