

Gender pay gap report

2022/23



Nottingham
City Council

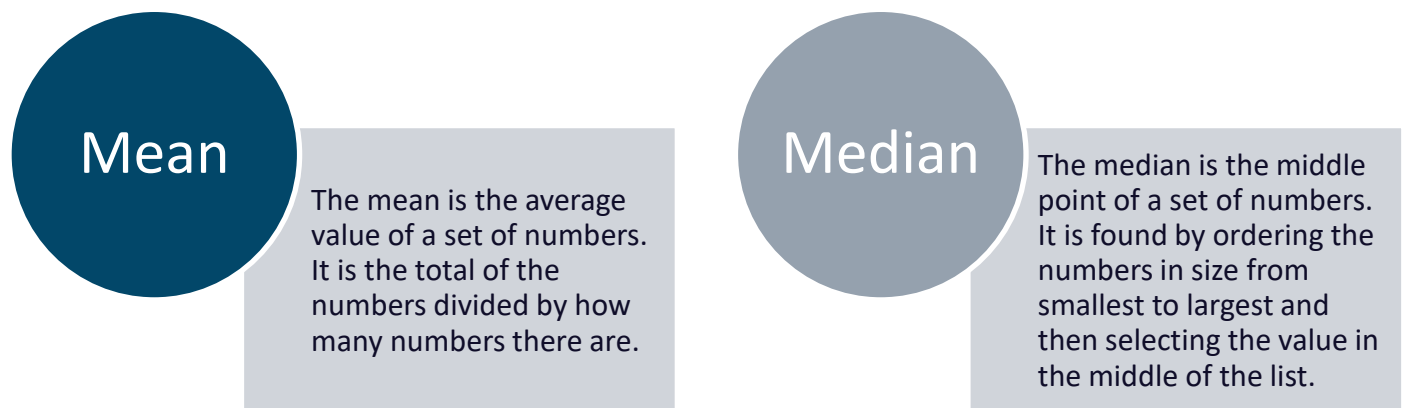
Housing
Services

Welcome to the Nottingham City Council Housing Services (NCCHS) Gender Pay Gap Report

What is the Gender Pay Gap?

Gender pay gap reporting is an annual statutory requirement for all UK employers who have more than 250 employees. The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women.

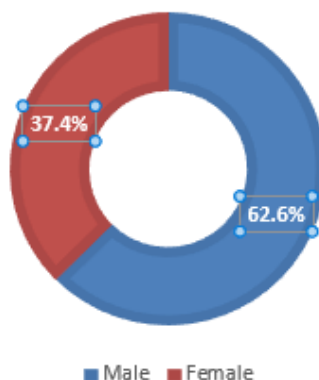
What is the difference between the mean and median?



About our organisation

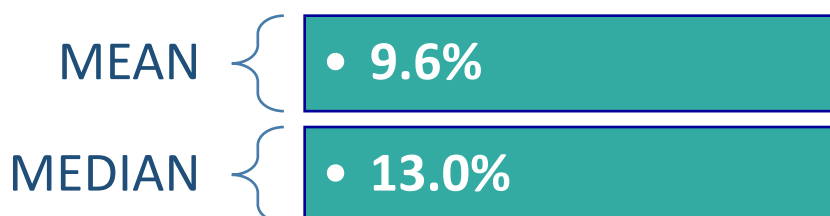
NCCHS seeks to deliver affordable homes and places where people want to live. We are responsible for around 27,500 homes, providing a full maintenance service as well as a range of other services to support people in their homes. We have a workforce of approximately 1000 employees who work across three departments: Property, Housing and Corporate Resources.

The pay gap data in this report was collected on the 31st March 2023. At this time there were 1000 people within the NCCHS workforce, of which 626 (62.6%) were male and 374 (37.4%) female.



What is our Gender Pay Gap?

Our mean and median pay gaps continue to decrease year on year. Since last year, our mean pay gap has decreased by 2% and the median pay gap has decreased by 0.4%. **NCCHS's gender pay gap is lower than the national average of 14.3% as reported by the Office for National Statistics.**



We know that females are under-represented at the upper levels of our organisation where females occupy 21% of the highest paid jobs compared with 49% of the lowest paid jobs. The pattern from the UK economy as a whole is also reflected in the make-up of the NCCHS workforce, where the majority of administrative roles are female, while the majority of trade and construction roles are male.

Quartiles	Male	Female
Upper Quartile	77%	21%
Upper Middle Quartile	87%	13%
Lower Middle Quartile	33%	67%
Lower Quartile	51%	49%

NCCHS no longer operates a bonus scheme and therefore does not have a bonus pay gap.

What's causing our Gender Pay Gap?

One of the main factors driving our gender pay gap is the large number of males working in our construction and maintenance roles, which in the main, attract a higher percentage of males nationally. This is the largest area of the business and in this area 85% of our employees are male and only 15% are female. In contrast to this, our other two areas of the business (Housing and Corporate Resources) have a higher percentage of female employees. When breaking down each pay quartile by gender we have a significantly higher percentage of males occupying roles in our

upper two pay quartiles and a higher percentage of females occupying roles in the lower middle pay quartile.

What actions are we taking to reduce our Gender Pay Gap?

Review of policies and implementation of flexible working (including reviewing our learning from the Covid 19 lockdowns) and introducing gender specific health and wellbeing initiatives

Refresh our diversity and inclusion training for employees and a newly designed training programme for managers

New coaching and mentoring scheme for underrepresented groups to begin and a range of leadership and management development options provided for individuals looking to progress

Continue our Women In Construction scheme and employability support for underrepresented groups

Continue to utilise our EDI steering group and employee networks to identify any barriers to training, development and career progression

Continue to recruit apprentices and Kickstart job placements across the business supporting progressions into a range of different roles

NCCHS recognises the key role that workplace culture plays in creating an inclusive workplace and unlocking inequality that includes gender. Managing the numerous commitments of work and life is a growing challenge for all of us, regardless of gender. A better work-life balance increases opportunities and removes barriers to accessing higher paid positions.

Declaration

I confirm that the information set out in this report as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is accurate.

Mel Barrett
Chief Executive
Nottingham City Council

