

Gender pay gap report

2021 snapshot



To be a really good employer there are some very basic things we need to have in place and feeling comfortable at work and being paid fairly are important parts of getting those basics right.

Our Gender pay gap is one way we measure how well we're doing but there are a range of other measures that we use to look at how far we are on our diversity and inclusion journey.

79 %

of our colleagues
are **female**

21 %

of our colleagues
are **male**

Our
average
Gender pay gap is

8.21 %

Our
hourly
rates of pay

Our
mean
Gender pay gap is
8.21%

mean
hourly rate
for female
colleagues is

£**11.06**

mean
hourly rate
for male
colleagues is

£**12.04**

median
hourly rate for female
colleagues is

£**10.20**

median
hourly rate for male
colleagues is

£**9.70**

Our
median
Gender pay gap is
-5.21%

Pay bands



69.23%
female colleagues

Band A
£8.88
per **hour** or less

30.77%
male colleagues

72%
female colleagues

Band B
£9.17 > £10.34
per **hour**

28%
male colleagues

89.47%
female colleagues

Band C
£10.35 > £11.22
per **hour**

10.53%
male colleagues

85%
female colleagues

Band D
£11.23
and above per **hour**

15%
male colleagues

More about our data:

- Pay data comes from our April 2021 payroll
- Bonus data is based on bonus payments for the 12 months previous to 05 April 2021
- Full pay equivalent colleagues are colleagues who are NOT on reduced pay due to sick or maternity leave.

I confirm the
data reported
is **accurate**.

Kevin Hodder
Chief executive
East Boro Housing Trust