

## Gender pay gap

As part of the Equality Act, we carry out gender pay reporting to show the difference between the average earnings of men and women at NCH.

This is a confidential process and does not involve publishing an individual colleague's data.

We use these results to understand the levels of gender equality in our workplace, and the balance of male and female employees at different levels. The challenge across the UK is to eliminate any gender pay gap.

We are confident that there is equal treatment for work of equal, or similar value at NCH.

We take equal pay seriously, using a recognised job evaluation approach to make sure that male and female colleagues are paid equally, and we continually monitor pay differentials to make sure that we meet our equal pay obligations.

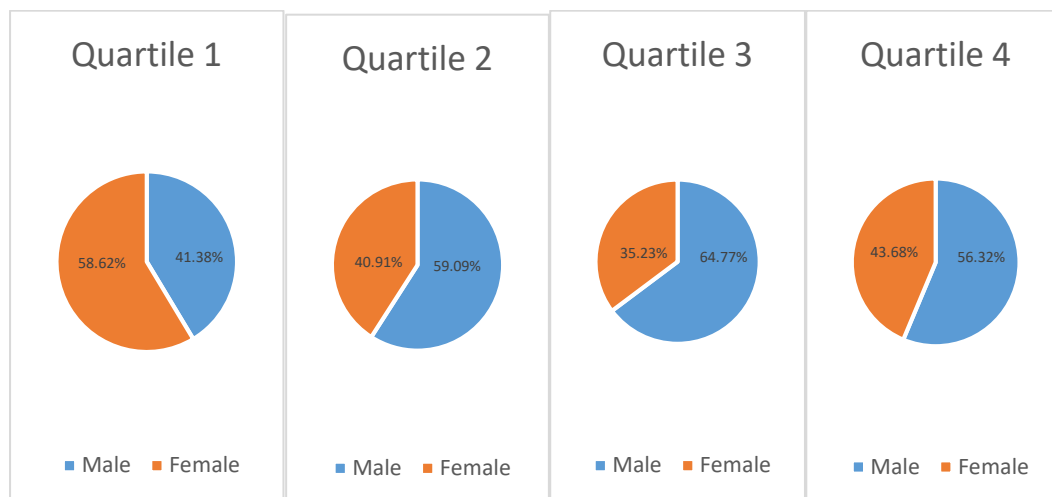
Our results are:

- Mean gender pay gap: 2.07% (movement of 2.53% based on last year)
- Median gender pay gap: 2.95% (movement of 4.88% based on last year)

These results demonstrate that there continues to be a very small pay difference between male and female colleagues.

Each of our pay bands are split into four quartiles.

The charts below show the ratio of male and female in each quartile, from the lowest paid (quartile 1) to the highest paid quartile (quartile 4).



NCH have not paid any staff bonus payments during 2019/20, and so we are consequently not reporting on bonus payments.

### What does this mean?

Overall, the results for Newport City Homes show a 55/45 split on a gender role balance (with 5% more males employed). When we completed the audit, we employed 194 men and 156 women.

The increase in males recruited was in line with our strategic plans to grow our internal trade base (where this is historically predominately male dominated).

We are not complacent about these results, and shall continue to monitor this year on year.