

Homes for Students is required by law to publish an annual gender pay gap report. The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### Gender Pay Gap

- Mean Gender Pay Gap: 12.80%
- Median Gender Pay Gap: 8.58%
- Pay quartiles:
  - Upper Quartile: 44.19% Male, 55.81% Female
  - Upper Middle Quartile: 51.94% Male, 48.06% Female
  - Lower Middle Quartile: 48.44% Male, 51.56% Female
  - Lower Quartile: 24.81% Male, 75.19% Female

### Gender Bonus Gap

- Mean Bonus Gap: 31.21%
- Median Bonus Gap: 0.00%
- Proportion of employees receiving bonuses:
  - Male: 12.79%
  - Female: 19.8%