



Our Reference:

BY EMAIL ONLY

19 July 2016

Dear

Request for Information

Thank you for your email dated 22 June 2016 requesting the following information:

- 1. Please disclose the mean earnings for male employees and the mean earnings for female employees for the most recent year for which you have figures and please state which year;*
- 2. Please disclose the median earnings for male employees and the median earnings for female employees for the most recent year for which you have figures and please state which year;*
- 3. Please disclose the number of male employees by quartile salary bands and the number of female employees by quartile salary bands.*
- 4. If within the limits allowable under the FOIA please also provide the respective figures for questions 1-3 for the preceding 12 month period*

We have now had the opportunity to investigate your request and are writing to communicate our response. We have provided you with a spread sheet which details the Homes and Communities Agency's pay by grade, quartile of pay and mean/median Salaries for male and female employees.

In the first tab of the spread sheet we have supplied details of the pay by grade and tables 1 & 3 provide a key in order to understand the information in Table 2.

We can confirm that we do hold the information in order to answer question 4 above, however this will take a little further time to collate and we will supply you with that information as soon as possible. We hope this does not cause any inconvenience.

If you have any questions regarding this response or any further queries you can contact us at the following addresses and quote your unique reference number found at the top of this letter:

Email: mail@homesandcommunities.co.uk

Mail: Information Access Officer

Homes and Communities Agency
Fry Building, 2 Marsham Street, London, SW1P 4DF

0300 1234 500
homesandcommunities.co.uk

Homes and Communities Agency
Fry Building
2 Marsham Street
London
SW1P 4DF

If you are unhappy with the way Homes and Communities Agency has handled your request you may ask for an internal review. You should contact

Head of Legal Services
Homes and Communities Agency
Fry Building
2 Marsham Street
London
SW1P 4DF

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Online: <https://ico.org.uk/concerns/getting/>

Yours sincerely

Naomi McMaster
Information Access Officer
Homes and Communities Agency