

# GENDER, ETHNICITY, AND DISABILITY PAY GAP REPORT | 2025





## ABOUT WYTHENSHAW COMMUNITY HOUSING GROUP

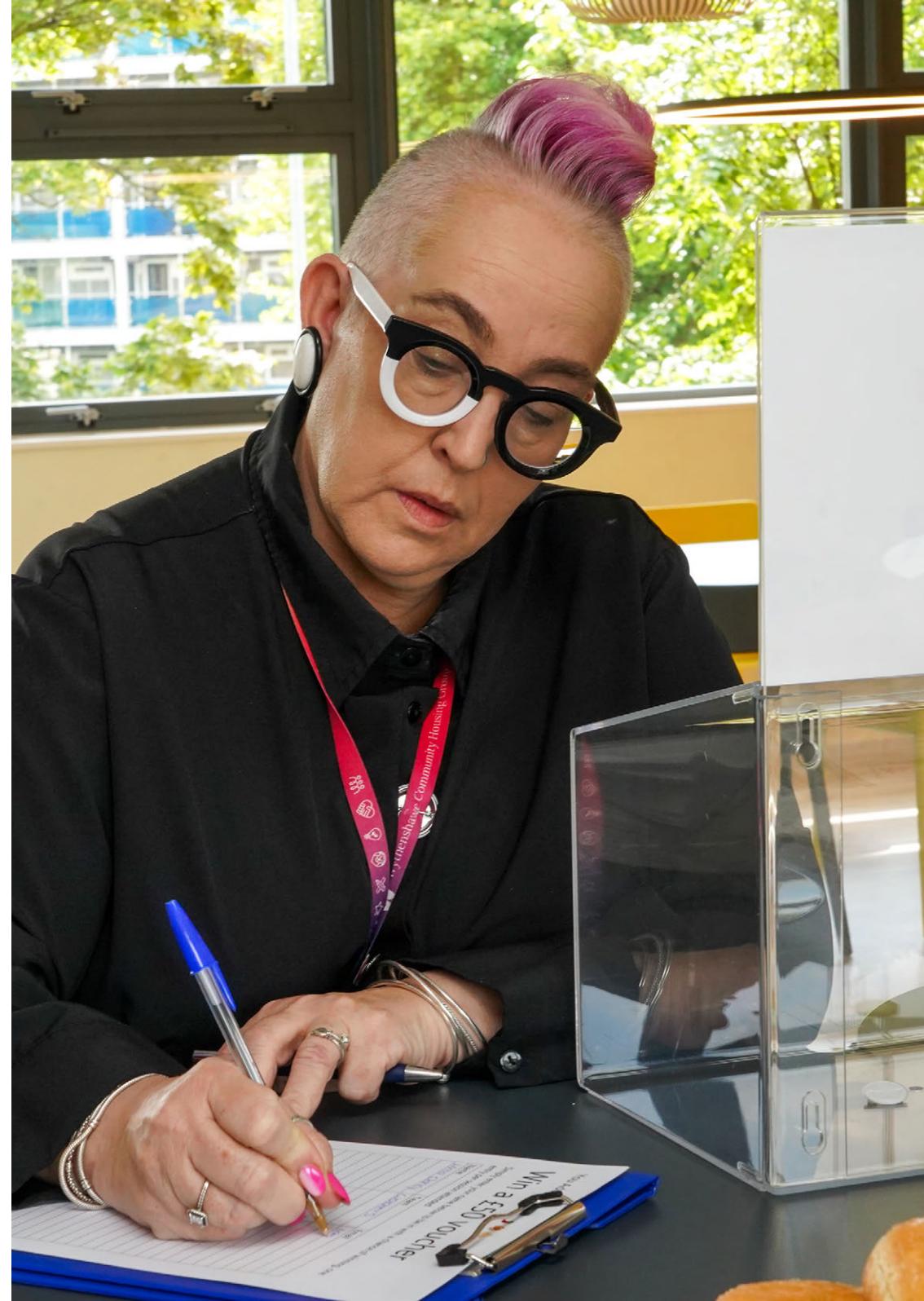
As one of the largest housing providers in Greater Manchester, Wythenshawe Community Housing Group strives to be a diverse and inclusive organisation, bringing a strong representation of society into the workplace.

Now with nearly 500 colleagues, the benefits of sharing ideas, expertise and experiences requires a working environment in which everyone feels valued, respected and supported to thrive.

This our sixth year of publishing ethnicity and disability pay gap data. We view this as an important step toward creating meaningful change for both our colleagues and customers.

## ABOUT WYTHENSHAW COMMUNITY HOUSING GROUP

-  **53%** of colleagues have over 5 years' service
-  **35%** of colleagues have over 10 years' service
-  Average length of service is 10 years
-  **38%** of colleagues live locally (M22/M23)
-  **42%** of our leadership are female (SLT/GLT)
-  **71%** of our Board and Committees are female





## THE GENDER PAY GAP EXPLAINED

### MEAN GENDER PAY GAP

The mean gender pay gap is the **difference between the average** hourly rate of pay for women and the average hourly rate of pay for men, within a company.

### MEDIAN GENDER PAY GAP

The median shows the **middle point** of the group if all employees within the company were lined up in a female and male line, in order of pay. The median pay gap is the **difference between** the hourly rate of pay for the woman in **the middle** compared with the hourly rate of pay for the man in the middle.

### CHANGE OVER TIME

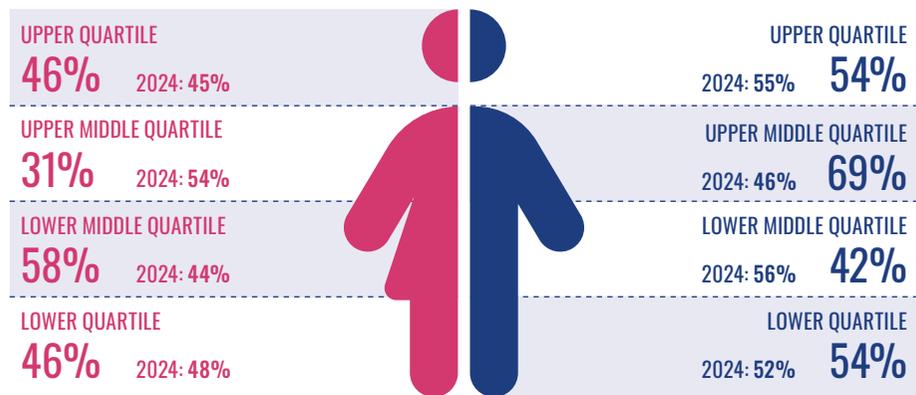
A change in the pay gap moving towards 0 shows a decrease in the gap; a change in the gap away from 0 shows an increase in the gap.

## GENDER PAY GAP

We have an open and transparent pay framework in place for all colleagues.

Overall, the Group had **471** colleagues on 5th of April 2025 with **246** (52%) men and **225** (48%) women.

This is similar to last year's split and is reflected in the split of colleagues by quartiles.





## GENDER PAY GAP

The data for 2025 highlights the **mean gender pay gap has decreased** from 5.16% in 2024 to 4.42% in 2025. The **median gender pay gap has slightly increased** from -3.37% to -3.40%.

<b>MEAN</b>	↓↑	<b>MEDIAN</b>	↑↓
<b>4.42%</b>	2024: 5.16%	<b>-3.40%</b>	2024: -3.37%

Negatives within the context of the gender pay gap aren't inherently a bad outcome. Overall, we want to ensure our pay gap is as close to 0 as possible to provide pay equity.

<b>MEAN HOURLY RATE</b>	↑↓	<b>MEDIAN HOURLY RATE</b>	↑↓
👤 <b>£21.13</b>	2024: £20.54	👤 <b>£19.47</b>	2024: £19.03
👤 <b>£22.11</b>	2024: £21.65	👤 <b>£18.83</b>	2024: £18.41

## GENDER PAY GAP

We remain committed to doing as much as is possible and within our reach as an organisation to offset these external factors and to reduce the pay gap.

When analysing our pay gap, we can see wider trends in society around career choices and gender still shape the makeup of our workforce. It's important to highlight our gender pay gap isn't caused by paying men and women differently for the same or equivalent roles. Instead, the gap reflects the types of roles men and women typically hold within the Group and the market rates those roles attract. This pattern is seen across the UK economy.

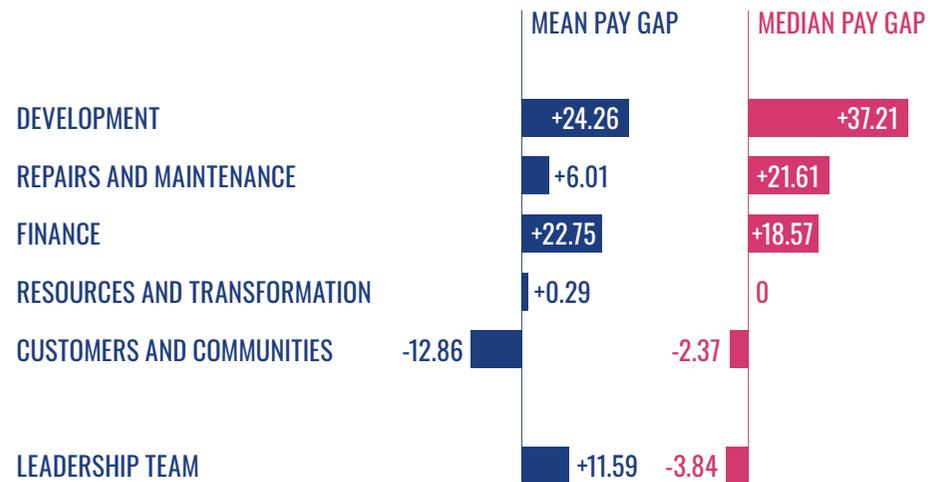
The Group's current banded pay scales help to provide transparency and minimise the risk that bias could come into setting staff pay.

The pay framework has been developed to ensure a fundamental principle of fairness and openness to ensure employees feel comfortable in having conversations about pay.





## GENDER PAY GAP



There is a large variance in pay gaps between directorates. Development has the largest positive pay gap, which means on average, male colleagues are paid more than female colleagues. Customers and Communities has the largest negative pay gap, which means on average, female colleagues are paid more than male colleagues. These variances are largely down to the make up of each directorate.

## ETHNICITY PAY GAP

The **mean ethnicity pay gap has increased** from 6.62% in 2024 to 10.72% in 2025. The **median ethnicity pay gap has increased** from 6.44% to 9.40%

We have 17 colleagues who prefer not to share their ethnicity and 18 colleagues who selected 'Unknown' for their ethnicity. 342 colleagues identify as White British, and 94 identify as Minoritised Ethnic. The calculation for the pay gap excludes 'Unknown' and those who prefer not to say.

**MEAN**  
**10.72%** 2024: 6.62%



**MEDIAN**  
**9.40%** 2024: 6.44%





## DISABILITY PAY GAP

The **mean disability pay gap** has decreased slightly from -7.64% in 2024 to -7.33% in 2025. The **median disability pay gap** has decreased from -3.37% in 2024 to -1.78% in 2025.

We have 75 colleagues who identify as having a disability, 369 colleagues who do not identify as having a disability and 27 colleagues whose disability status we do not know.

**MEAN**  **-7.33%** 2024: -7.64%

**MEDIAN**  **-1.78%** 2024: -3.37%



## PROGRESS

### ACCESSIBILITY

For the last two years we set the action to benchmark against other Greater Manchester Housing Providers (GMHP) , this year we achieved this. This helps us see how we compare and if there are any organisations we want to learn from.

### CO-CREATION

We continue to support the Greater Manchester 20% Movement (to have 20% of our workforce who are social housing tenants) and we have achieved this. This ongoing commitment helps nurture local talent and supports the future generations of Wythenshawe.

### EDUCATION

We continue to work with our colleague network Wyth Everyone to help colleagues across the business learn. There is always more to be done in this area but we are making great steps by working with colleagues to understand what they need.

### DATA

Last year we did an Equal Pay Audit which focused on gender in line with best practice. The findings confirmed our role-based and transparent reward model presents a low risk of pay inequality. Equal pay is being delivered for similar roles, and our commitment to diversity plays a key role in maintaining fairness.



## RECOMMENDATIONS

In line with our Equality, Diversity and Inclusion strategy, and People strategy, we will continue to focus on creating an equitable workplace for all.

### CO-CREATION

In 2025 we will be focusing on how we can support minoritised ethnic colleagues to 'Thrive' in line with the BOOST program. We want to understand the concerns and challenges colleagues have when progressing. We will do this through the creation of safe spaces and feedback mechanisms for minoritised ethnic colleagues.

### EDUCATION

Allyship is an area of focus for us. From speaking to colleagues we know it is one of the most impactful ways to support colleague progression. We want to harness this and improve colleague understanding of what allyship means in practice. We will do this through training, sharing stories and promoting our inclusion network Wyth Everyone.

### ACCESSIBILITY

We want to ensure our pay gap information is accessible to everyone. We take a consistent, transparent approach across the organisation. By giving colleagues the right tools and knowledge we can empower everyone to understand the part they play in reducing our gender, ethnicity and disability pay gaps. Our Leadership team will play a key role in this, actively championing and embedding these actions across the organisation to drive meaningful and lasting change.

From the benchmarking, which is based on 2024's gender pay gap information. We know, comparative to other providers of our size, the amount of women across each of our quartiles is consistently closer to 50%. This is positive as it shows we are an organisation where gender is not a barrier for pay.



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