

Wythenshawe
Community Housing Group

GENDER PAY GAP
Report 2019



About Wythenshawe Community Housing Group

Wythenshawe Community Housing Group (WCHG) employs over 560 members of staff and is required by the Government to set out its gender pay gap. Specifically the differences in the average hourly rate between male and female employees.

This is the 3rd year that organisations with more than 250 staff have been required to publish gender pay gap data.

The Group continually monitors the makeup of its workforce to ensure that it reflects the communities that it serves, some key facts include:

61%

of staff
have over
5 years'
service



44%

of staff
have over
10 years'
service



58%

of the Group
Leadership
Team are
female



36%

of the Group
Board are
female



49%

of staff have enhanced
flexible or part
time working
patterns



49%

of staff
live locally





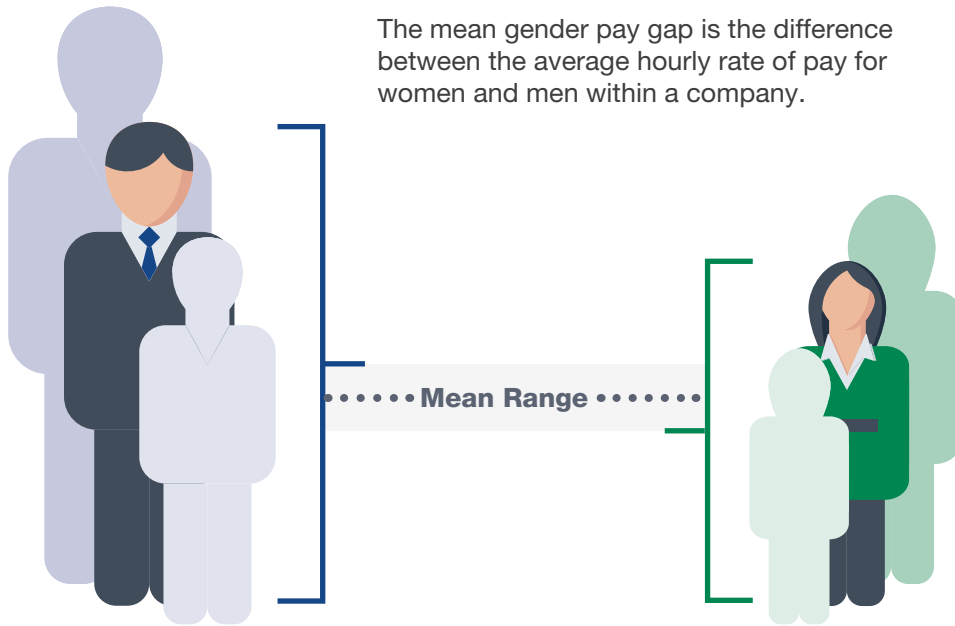
Wythenshawe
Community Housing Group

GENDER PAY GAP Report 2019

The Gender Pay Gap explained

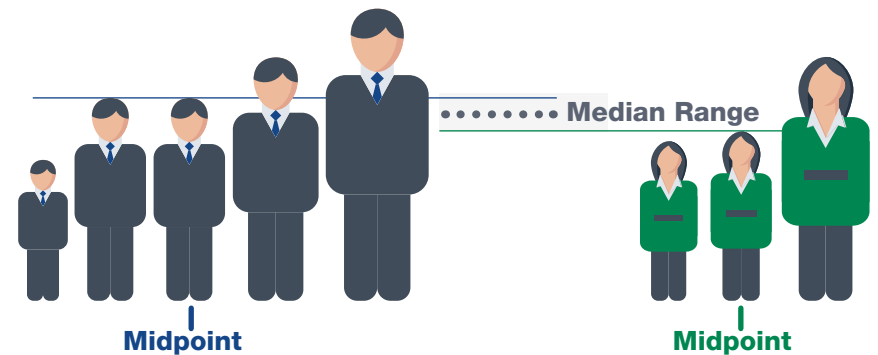
Mean Gender Pay Gap

The mean gender pay gap is the difference between the average hourly rate of pay for women and 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.



The data for WCHG is as follows as of the 5th April 2019, figures in grey relate to the previous year:

Gender Pay Gap Wythenshawe Community Housing Group

WCHG has an open and transparent pay framework in place for all staff. New regulations have come into effect from April 2017 that now requires that Gender Pay Gap information is publicly available for anyone to view.

	Gender Pay Gap		BONUS Pay Gap	
Mean	1.4% 2019	2.3% 2018	0% 2019	0% 2018
Median	9.5% 2019	10.4% 2018	0% 2019	0% 2018
Percentage who receive a Bonus				
	1F 0M 2019	2F 0M 2018	0.2% 2019	0.4% 2018

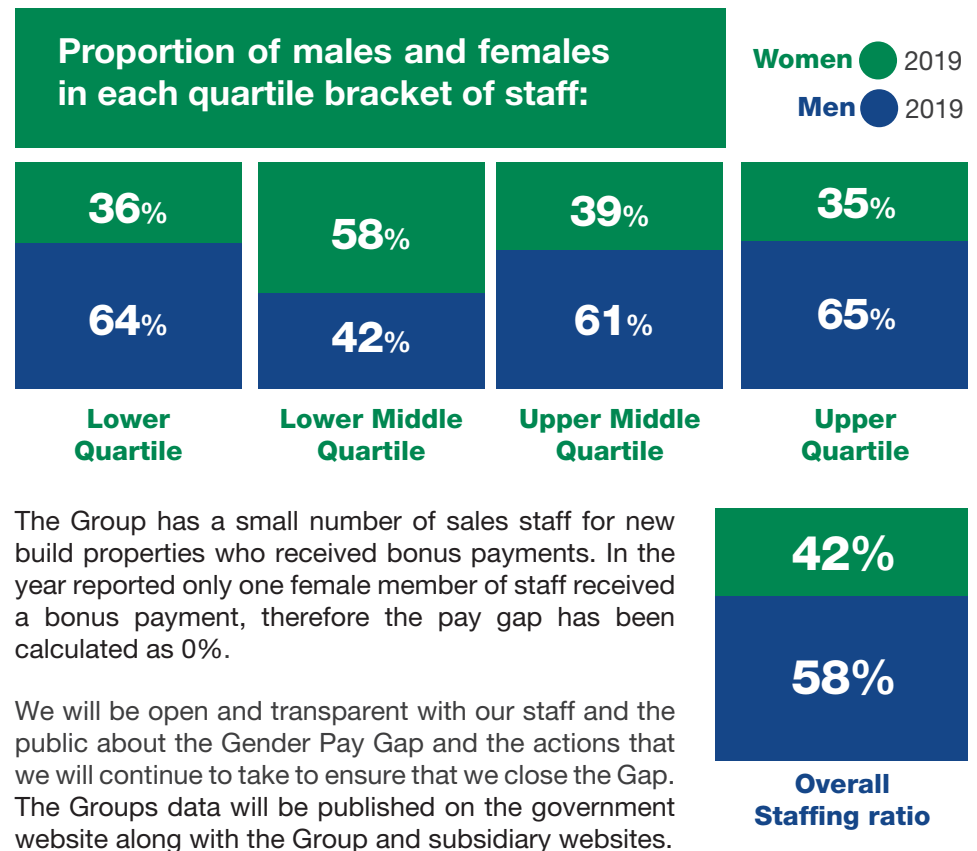
WCHG data shows that the pay gap is 1.4%, which has improved year on year since 2017. The median employee figure demonstrates a 9.5% difference in average pay; again this is an improvement year on year.

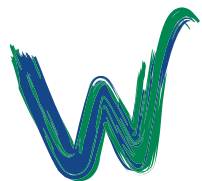
WCHG maintains a clear and transparent pay and recruitment framework to ensure that regardless of any characteristic staff are given the opportunity to develop within their roles and grow along with the business. Over the last 12 months a new digital recruitment tool has been implemented which further supports the on-boarding of new and potential applicants.

We will continue to monitor this throughout the year and ensure that throughout recruitment and pay reviews the Gender Pay Gap is considered. This will then be reported in next years report.

The Groups Talent Management Strategy is in place and supports the development of all staff in ways that are convenient to their life. This is supported by a wide range of flexible working options being available to staff to support work life balance.

The cause of the gap in both, mean and medium percentages is in relation to a larger number of women in roles that fall just below the median pay, these include rent officers, call advisors and housing staff.





Wythenshawe
Community Housing Group

GENDER PAY GAP **Report 2019**

Wythenshawe Community Housing Group
Wythenshawe House
8 Poundswick Lane
Wythenshawe
Manchester M22 9TA

e: customerenquiries@wchg.org.uk

t: 0800 633 5500

t: 0300 111 0000

www.wchg.org.uk