

Pay Gap Report 2021



Wythenshawe
Community Housing Group

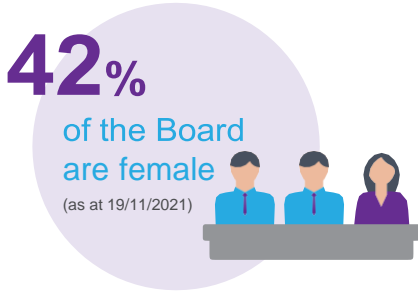
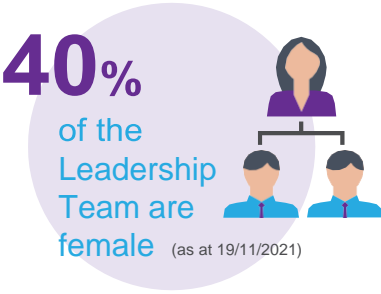
About Wythenshawe Community Housing Group

Wythenshawe Community Housing Group (WCHG) employs over 450 members of staff.

WCHG is committed to providing a transparent pay framework for all staff, ensuring that each member of staff can reach their potential. To support this the Group reports on its Gender Pay Gap to its staff, Board and communities that it serves.

This is the 5th year the Group has published these results and it continues to review its policies to ensure that any pay gap is minimised.

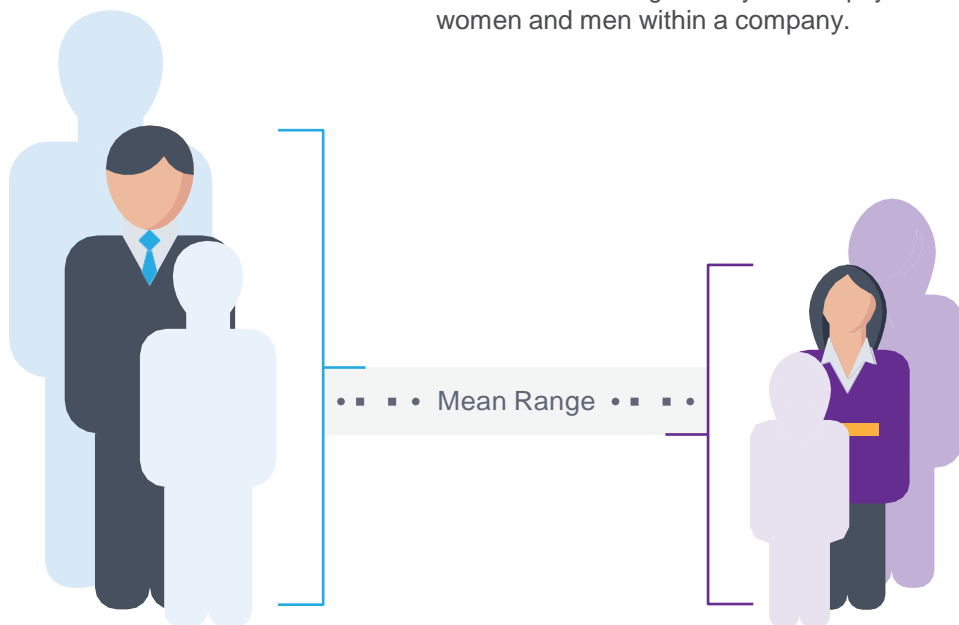
This year the Group has gone further and has also provided pay gap information by ethnicity and sexuality.



The Gender Pay Gap explained

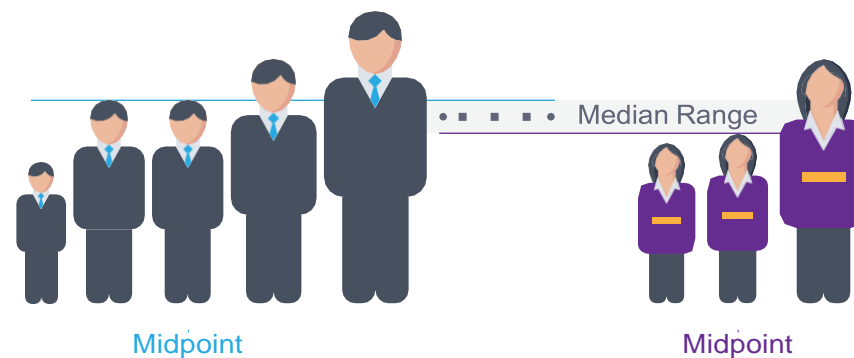
Mean Gender Pay Gap

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.

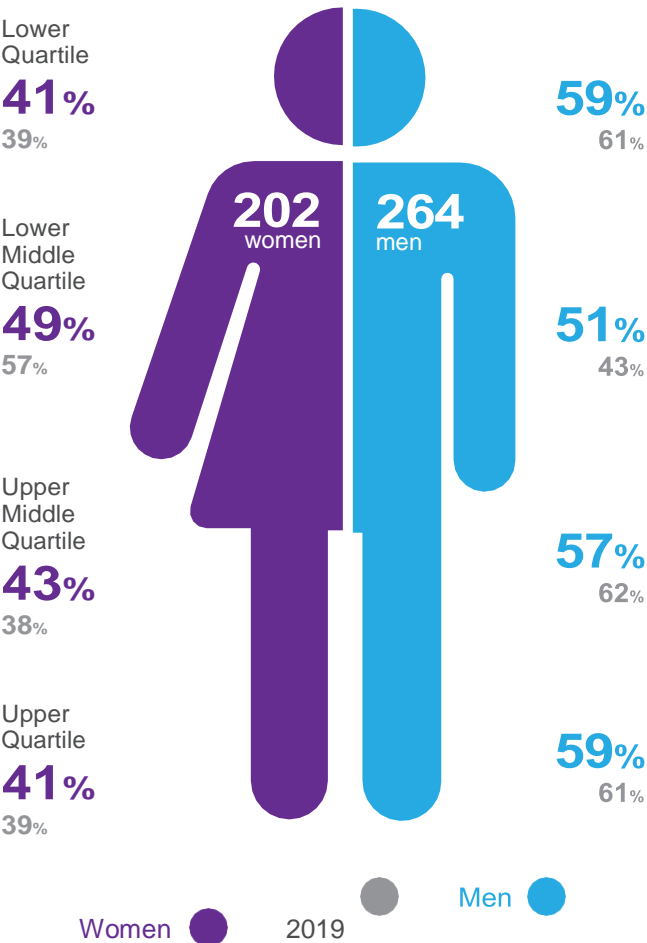
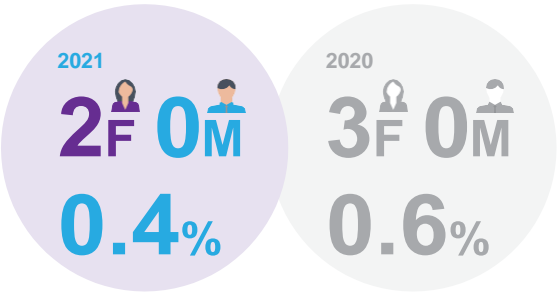


Gender Pay Gap Wythenshawe Community Housing Group

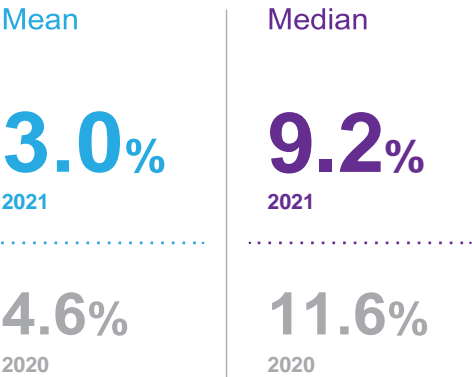
WCHG has an open and transparent pay framework in place for all staff.

Overall the Group had 466 staff on the 5th April 2021 with 264 men (57%) and 202 women (43%). This is similar to last year's split and is reflected in the split on staff by quartiles. This ranks all staff by pay and shows the number of each gender in each quartile, so in the lowest paid 25% of jobs 70 (59%) are taken by men.

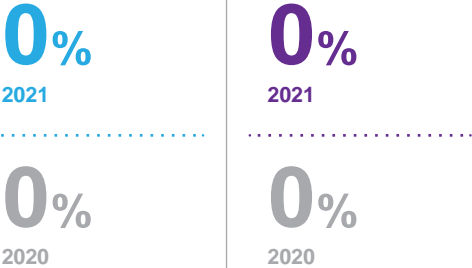
Percentage who receive a Bonus



Gender Pay Gap



Bonus Pay Gap



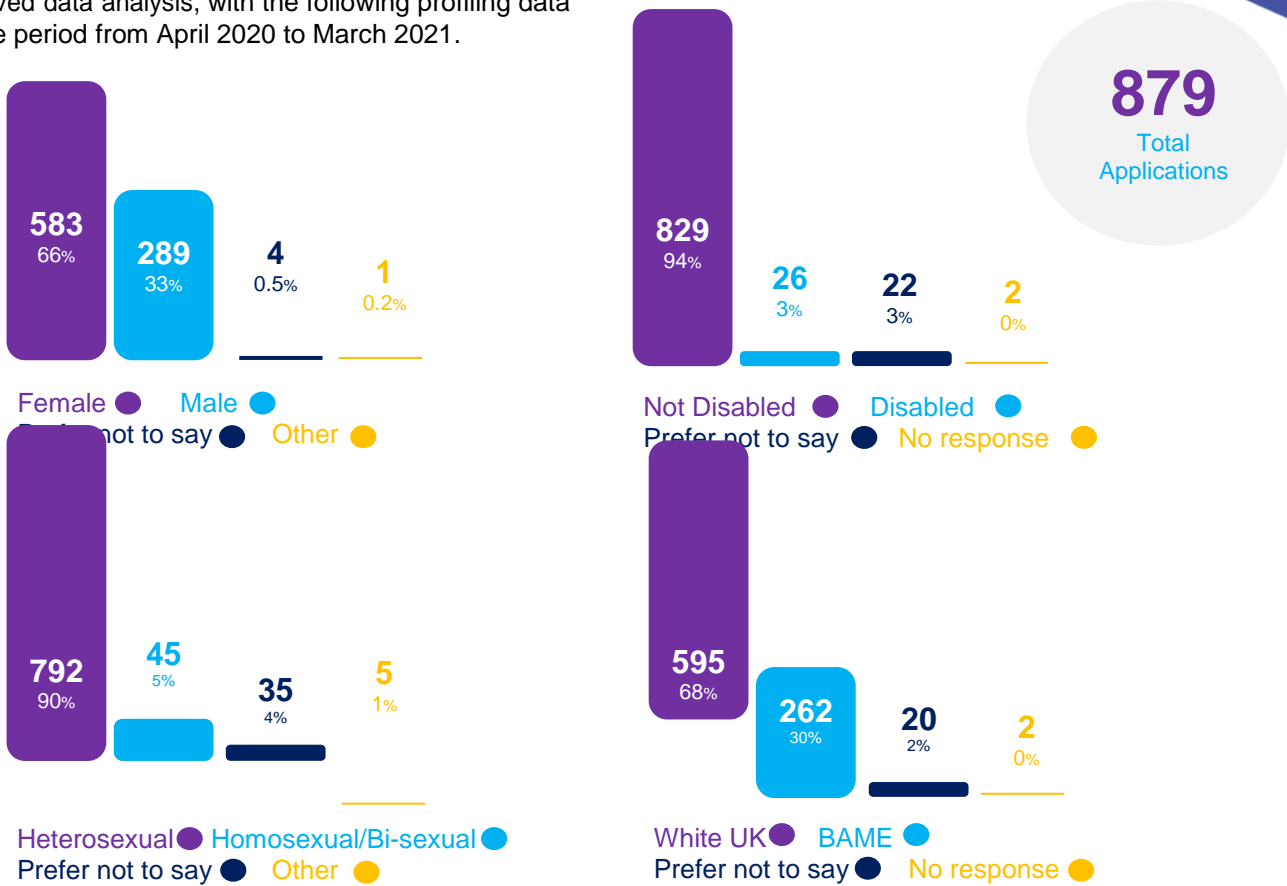
The WCHG data for 2021 highlights that the Mean Gender Pay Gap decreased from 4.6% (for 2020) to 3.0%, whilst the Median Gender Pay Gap decreased from 11.6% (2020) to 9.2%.

The underlying drivers for the difference in the gender pay is associated with the jobs that each gender are more likely to be employed in. For example, traditionally operatives fall just above the Group average pay and are more likely to be male, whereas rents officers and contact centre advisors are paid just below average pay and are more likely to be female.

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

A new pay framework has been developed to ensure a fundamental principle of fairness, openness and transparency so ensuring all employees are treated fairly, enabling open and transparent conversations about pay between employees and management, again minimising risk in this area. Once in place this new pay framework should result in the gap being within 1%.

During 2020/2021 the Group advertised 45 vacancies through the online recruitment system which allows improved data analysis, with the following profiling data for the period from April 2020 to March 2021.



Ethnicity

This year the pay gap data has also been analysed by ethnicity, 310 staff identified as White British, 54 people identified as being from other ethnicities (BME) and 102 people preferred not to say. For the purpose of reporting the prefer to not say have been removed.

Mean Ethnicity Pay Gap

5.4%
.. 2021 ..

8.6%
2020

Median Ethnicity Pay Gap

10.9%
.. 2021 ..

18.5%
2020

BME staff make up 22% of the Lower Quartile compared to 15% of all staff, where as Upper Quartile only equate for 9% of staff.

If prefer not to say was included in the BME staff the LQ would be 53% compared to 33% of all staff.

Whilst on average, BME staff make up 15% of all staff, it is clear that the Group's BME staff % decreases as you go up the pay quartiles.

Sexuality

The Group's data shows 330 members of staff identified as hetero-sexual, 5 identified as either gay, lesbian or bi-sexual and 131 staff preferred not to say. Once again prefer not to say has been removed for the calculations. Due to the very small number, the figures will fluctuate considerably, but are provided below for reference:

Mean Sexuality Pay Gap

-12.8%
.. 2021 ..

-6.5%
2020

Median Sexuality Pay Gap

0%
.. 2021 ..

0%
2020

Disability

This year we have also analysed disability data, 27 staff identified as disabled, 324 as not disabled and 115 prefer not to say. Once again prefer not to say has been removed for the calculations. Due to the very small number, the figures will fluctuate considerably, but are provided below for reference.

Mean Disability Pay Gap

8.4%
2021

-21.4%
2020

Median Disability Pay Gap

6.84%
2021

-10.7%
2020

Further Actions to be Taken

The new pay model and housing restructure has been checked and is likely to improve the gender pay gap to within 1%, there may be some movement in this figure when recalculated with data from April 2022 as there will also be the impact of leavers and joiners.

Following discussion of the findings of this report with the Inclusion group the following actions have been agreed:

1. Data quality - it is clear that we have a significant proportion of staff who have not disclosed their information and are therefore in the 'prefer not to say' category for ethnicity, sexuality and disability. We have a survey prepared to refresh this data but the accompanying communication is important to ensure a high rate of completion and transparency. We will use this report to highlight the need for better data quality to be able to measure the problem effectively and how that can benefit WCHG.
2. Recruitment - we would like to explore what can be done differently when recruiting to attract those with the right skills who are not currently applying for roles. The HR team will continue to work proactively with recruiting managers to encourage them to be creative with their adverts, to place them in forums/spaces where they are likely to attract candidates to meet as diverse as pool as possible or to meet specific requirements, to ensure that they accurately review Job Descriptions and Person Specifications so that the actual skills etc they require are reflected in those documents in order to ensure equality, diversity and inclusion requirements are met
3. Disability - we would like to understand what the current barriers for disabilities are at each part of the process. We will progress this as an inclusion group as well as looking for support from industry groups who have expertise in this area.



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