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ABOUT WYTHENSHAW COMMUNITY HOUSING GROUP

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

With over 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 is the fourth year we have provided pay gap information by ethnicity and sexuality, and believe this is an important step towards meaningful change for our colleagues and customers.

GENDER PAY

ABOUT WYTHENSHAW COMMUNITY HOUSING GROUP

 **52%** of colleagues have over 5 years' service

 **37%** of colleagues have over 10 years' service

 Average length of service is 8 years

 **41%** of colleagues live locally

 **40%** of the Leadership Team are female

 **53%** of the Board & Committees are female





GENDER PAY GAP 2023

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.

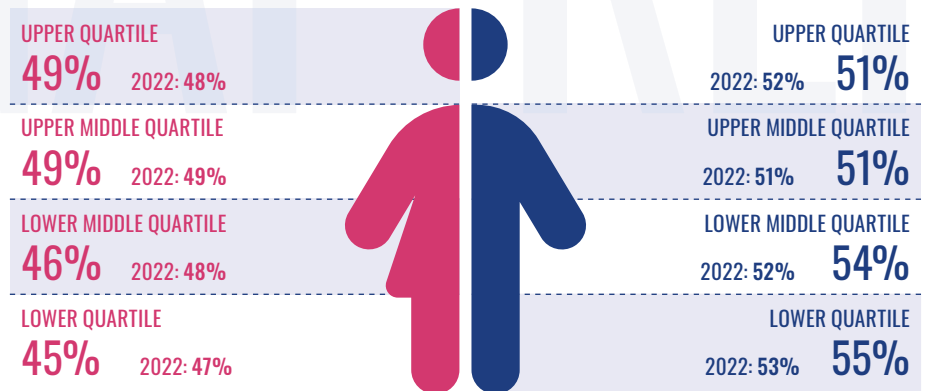
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WCHG GENDER PAY GAP

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

Overall, the Group had **474** staff on the 5th April 2023 with **248** men (52%) and **226** women (48%).

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





PAY 2023

WCHG GENDER PAY GAP

The data for 2023 highlights that the **mean gender pay gap** has **decreased** from 3.13% in 2022 to 0.92% in 2023. The **median gender pay gap** has **slightly increased** from -2.11% to -3.86%.

MEAN ↓↑
0.92% 2022: 3.13%

MEDIAN ↑↓
-3.86% 2022: -2.11%

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

MEAN HOURLY RATE ↑↓

♂ **£19.37** 2022: £18.11

♀ **£19.55** 2022: £18.70

MEDIAN HOURLY RATE ↑↓

♂ **£18.04** 2022: £16.95

♀ **£17.37** 2022: £16.60

WCHG 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 it is apparent that societal trends which influence career choices by gender continue to impact our workforce profile. There is a reassurance that our Gender Pay Gap is not as a result of paying men and women differently for the same or equivalent work. Moreover the pay gap is the result of the roles in which men and women work within the Group and the salaries that these roles attract on the market. This is reflected across the UK economy as a whole.

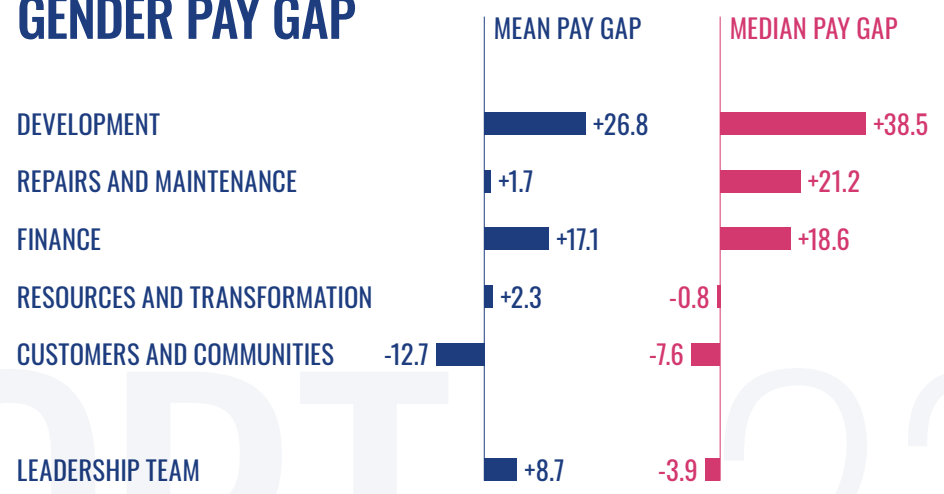
The Group's current banded pay scales help to provide transparency and minimise the risk that bias could come into setting staff pay.

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.





WCHG 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.

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WCHG ETHNICITY PAY GAP

The **mean ethnicity** pay gap has **decreased** from 8.10% in 2022 to 5.46% in 2023. The **median ethnicity** pay gap has **decreased** from 16.70% to 4.75%.

We have 10 colleagues who prefer not to share their ethnicity and 12 colleagues who selected 'Unknown' for their ethnic background. 370 colleagues identify as White British, and 71 colleagues identify as Minoritised Ethnic. The calculation for the pay gap excludes 'Unknown' and those who prefer not to say.

MEAN ↓↑
5.46% 2022: 8.1%

MEDIAN ↓↑
4.75% 2022: 16.7%





WCHG SEXUALITY PAY GAP

The **mean sexuality** pay gap has **increased** from 0.14% in 2022 to -10.47% in 2023. The **median sexuality** pay gap has **increased** from 3.88% to -17.04%.

7.8% of colleagues prefer not to share their sexual orientation, compared to 90.7% who identify as heterosexual and 1.5% who identify as LGBT+. With small numbers it is important to consider that slight changes in teams between reports can have a large effect on the sexuality pay gap.

MEAN
-10.47% 2022: 0.14%



MEDIAN
-17.04% 2022: 3.88%





WCHG DISABILITY PAY GAP

The **mean disability** pay gap has **increased** from -3.14% in 2022 to -9.65% in 2023. The **median disability** pay gap has **decreased** from 5.58% to 0.77%.

We have 31 colleagues who selected 'Unknown' for their disability status, compared to 392 colleagues who do not identify as having a disability and 51 colleagues who identify as having a disability.

MEAN
-9.65% 2022: -3.14%



MEDIAN
0.77% 2022: 5.58%





RECOMMENDATIONS AND ACTIONS

Following the findings of this report, the Inclusion Group have agreed to the following actions:

1. BENCHMARKING

We plan to work with the GMHP EDI group to complete a benchmarking exercise on pay gap. As our pay gap is narrowing over the years, we would like to see how we compare and how we can work together on cross sector actions.

GENDER PAY

2. PAY AUDIT

We conduct salary benchmarking every three years. Additionally, to ensure we are consistent in our approach, this year we will undergo a pay audit. We are doing this to ensure we remain an employer of choice and are providing colleagues with competitive salaries in the current market.

The audit will be carried out by an independent consultant using a five step process in line with guidance from ACAS and the Equalities and Human Rights Commission (EHRC). The process is a statistical exercise looking at our approach to pay architecture, pay progression and policies relating to these.

The audit will provide recommendations and assess risks to help us further deliver on our commitments to pay equality and fairness.





3. DIRECTORATE LEVEL ACTIONS

As the variations between directorates are so great, each directorate will carefully work through their pay gap information alongside the rest of the information on their teams. This will increase knowledge and ensure actions are targeted to where they are needed. We expect these to be around recruitment, retention, turnover and progression.

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