



Wythenshawe
Community Housing Group

Gender Pay Gap Report 2018

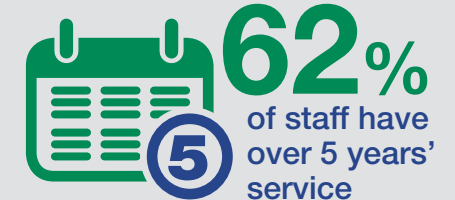
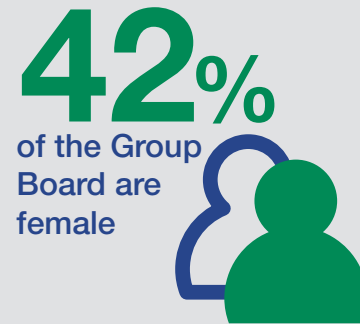
About Wythenshawe Community Housing Group

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 2nd year that organisations with more than 250 staff have been required to publish gender pay gap data.

The cause of the gap in both, mean and median 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. The Group's data is provided below and this will be published on the government website along with the Group and subsidiary websites.

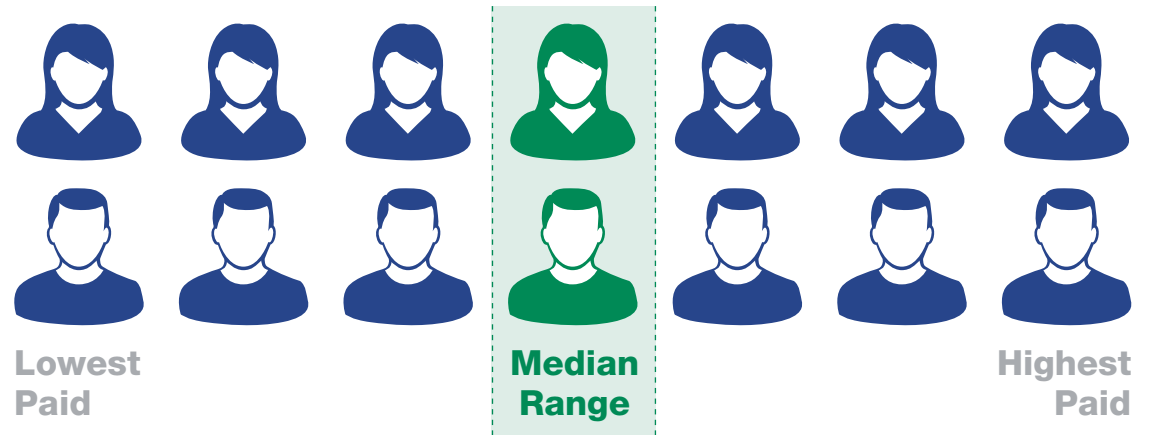
The Group continually monitors the makeup of its workforce to ensure that it reflects the communities that it serves, some key facts include:



The gender Pay Gap explained

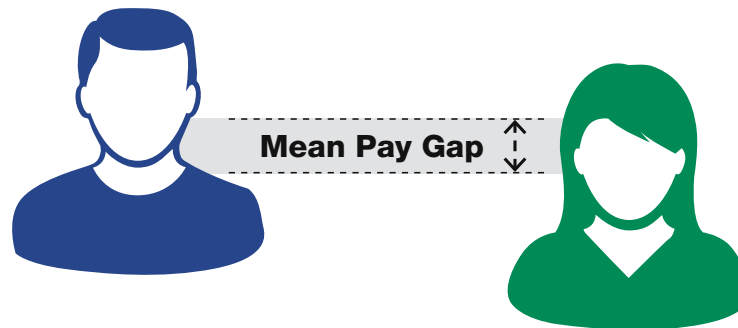
Median gender pay gap

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.



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.

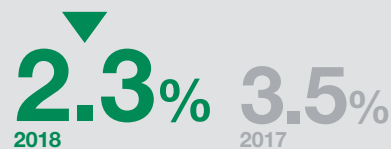


Gender Pay Gap Wythenshawe Community Housing Group

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.

The data for WCHG is as follows as of the **5th April 2018**, figures in grey relate to the previous year:

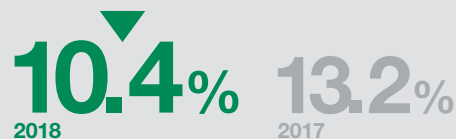
Mean **Gender** Pay Gap



Mean **Bonus** Pay Gap



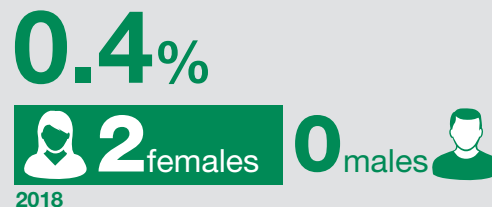
Median **Gender** Pay Gap



Median **Bonus** Pay Gap



Percentage who receive a bonus



WCHGs data shows that the pay gap is 2.3%, which has improved considerably since 2017. The median employee figures demonstrate a 10.4% difference in average pay; again this is an improvement on 2017.

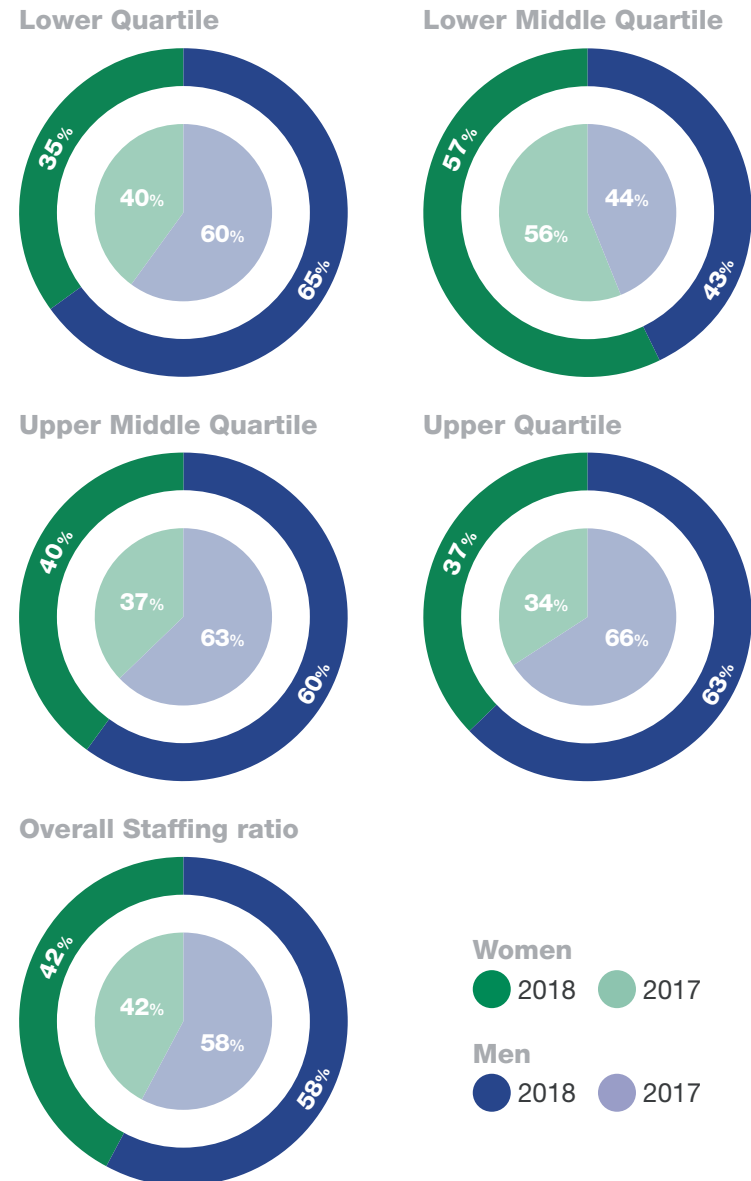
WCHG has a clear and transparent pay and recruitment framework in place to ensure that regardless of any characteristic staff are given the opportunity to develop within their roles and grow along with the business. We continue to monitor this throughout the year and are confident that during 2018 / 2019 the gap will close further. This will be reported on in next year's gender pay gap report.

A Talent Management Strategy is in place which identifies any member of staff with potential and ensures that they are given the opportunity to develop to their full potential.

The Group has a small number of sales staff for new build properties who received bonus payments in the reporting period and these payments are closely monitored. In the year the only 2 female members of staff received a bonus payment, therefore the pay gap has been calculated as 0%.

The Group monitor this on a monthly basis as part of its performance management framework. We will be open and transparent with our staff and the public about the Gender Pay Gap and the actions that we will continue to take to ensure that we close the Gap.

Proportion of males and females in each quartile bracket of staff:



Gender Pay Gap Report 2018



Wythenshawe
Community Housing Group

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