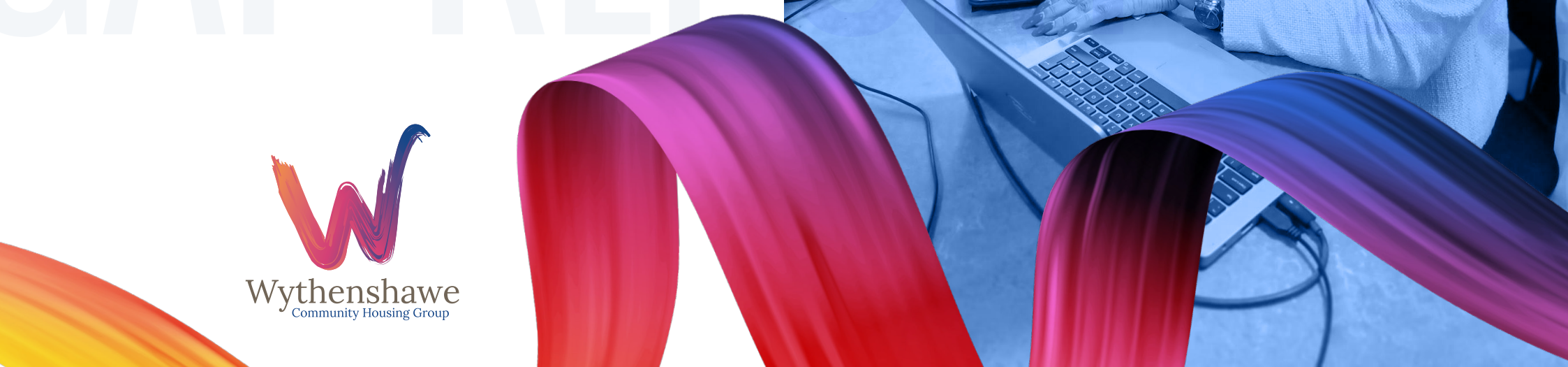


# GENDER

## GENDER PAY | 20 GAP REPORT | 22

# GAP REP





# PAY 20

## 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 480 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 third year WCHG has provided pay gap information by ethnicity and sexuality, and we believe this is an important step towards meaningful change for our colleagues and customers.

# GENDER

## ABOUT WYTHENSHAW COMMUNITY HOUSING GROUP

**57%** of staff have over 5 years' service



**41%** of staff have over 10 years' service



**57%** of staff have enhanced flexible or part time working patterns



**43%** of staff live locally



**45%** of the Leadership Team are female



**50%** of the Board & Committees are female





# PAY 20

## 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.

# REPORT 22

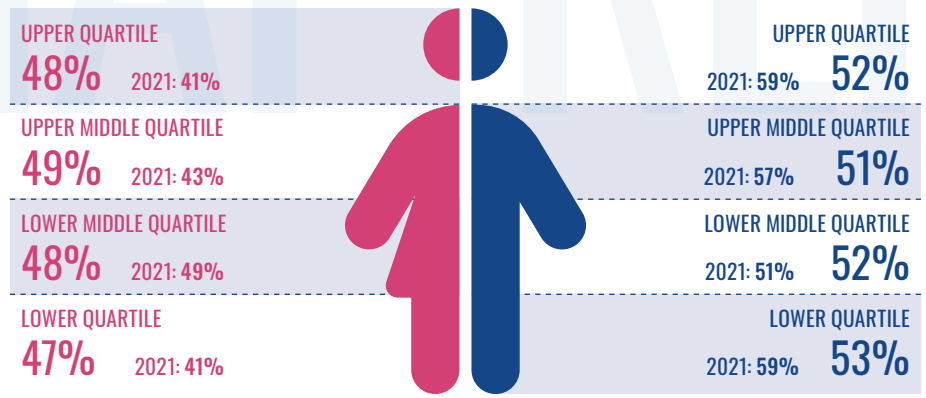
# GENDER

## WCHG GENDER PAY GAP

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

Overall, the Group had **447** staff on the 5th April 2022 with **238** men (53%) and **209** women (47%).

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





# PAY 20

## WCHG GENDER PAY GAP

The WCHG data for 2022 highlights that the Mean Gender Pay Gap has remained the same at 3%, whilst the Median Gender Pay Gap decreased from 9.02% (2021) to -2.11%.

WCHG did not pay any bonuses during this period.

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

**MEAN**  
**3.13%**    2021: 3.01%

**MEDIAN**  
**-2.11%**    2021: 9.02%

## WCHG GENDER PAY GAP

WCHG remains 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 do 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.



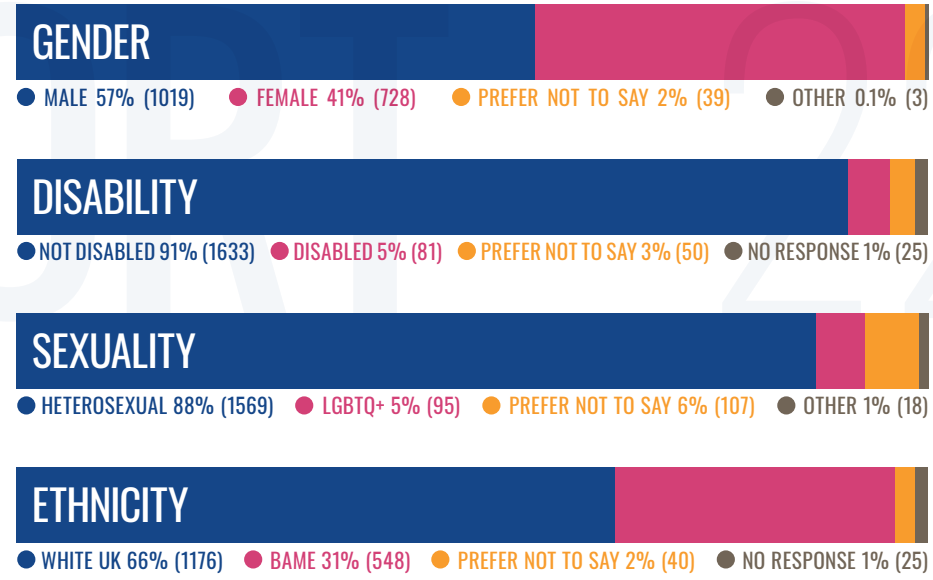


# PAY 2022

## WCHG RECRUITMENT

TOTAL APPLICATIONS **1789**

During 2021/2022 the Group advertised 110 vacancies through the online recruitment system which allows improved data analysis, with the following profiling data for the period of April 2021 to March 2022.





# GENDER

## WCHG ETHNICITY PAY GAP

This is the third year the Group pay gap data has been analysed by ethnicity, 371 staff identified as White British, 60 people identified as being from other ethnicities and 16 people preferred not to say. For the purpose of reporting, *prefer to not say* has been removed from the calculations.

**MEAN**  
**8.1%** 2021: 5.4%

**MEDIAN**  
**16.7%** 2021: 10.8%





# PAY 20

## WCHG SEXUALITY PAY GAP

The Group's data shows 399 members of staff identified as heterosexual, 10 identified as either gay, lesbian or bi-sexual and 38 staff preferred not to say. Once again, *prefer not to say* has been removed from the calculations. Due to the very small number, the figures will fluctuate considerably, but are provided below for reference.

**MEAN**  
**0.14%** 2021: -0.35%

**MEDIAN**  
**3.88%** 2021: 10.1%

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# GENDER

## WCHG DISABILITY PAY GAP

This year we have also analysed disability data, 50 staff identified as having a disability, 356 as not having a disability and 41 prefer not to say. Once again, *prefer not to say* has been removed from the calculations. Due to the very small number, the figures will fluctuate considerably but are provided below for reference.

**MEAN**  
**-3.14%**    2021: 8.44%

**MEDIAN**  
**5.58%**    2021: 6.84%





## FURTHER ACTIONS

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

### 1. DATA

We want to ensure accurate data quality throughout. Although our *prefer not to say's* have significantly decreased and our gender workforce data is complete, we recognise there is still work to be done.

Over the next 12 months, we will actively encourage all employees to provide their ethnicity information, through a series of internal campaigns. This will also help us to use our recruitment, retention and promotion data, to inform priorities for action and identify barriers and address gender equality. Our annual colleague survey will support this data and help us gain insight into how our people feel about their work.

## 2. RECRUITMENT

A continuation from last year's report, recruitment continues to be a significant factor for us to direct our focus. We will work towards introducing blind recruiting and trialling values-based interviews.

We are committed to having a diverse talent pool, and welcoming applicants from diverse backgrounds who are under-represented within WCHG senior and management posts. BAME, Female, LGBTQ+ and those with a disability, will be guaranteed an interview for senior roles, and roles with responsibility for line management, providing they meet the requirements of the person specification.

Our aim is to reduce any inequalities in the representation of individuals from under-represented groups in order to reduce any equality gaps across the organisation. We will continue to advertise job roles on job boards/forums/spaces where they are likely to reach a diverse pool of candidates.

Our Job Descriptions and Person Specifications are regularly reviewed to ensure they reflect skills requirements. We're dedicated to building a diverse, inclusive and authentic workplace, and actively encourage interested candidates to apply for vacancies even when their experience doesn't align perfectly with every requirement/qualification/criteria.





PAY 20

### 3. TARGETED ACTIVITY

We will increase our offer of development activities targeted at colleagues who are female, LGBTQ+, disabled and from Black, Asian and other minority ethnic groups. We aim to achieve this through involvement and engagement with programmes such as BOOST. We will ensure we are engaging with industry-relevant organisations to further our understanding and development of targeted programs of work.

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