

Pay Gap Report 2020



Wythenshawe
Community Housing Group

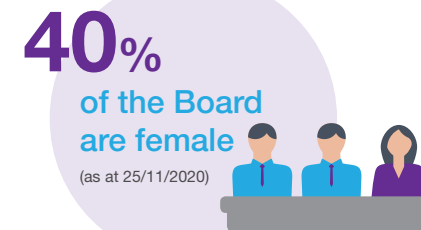
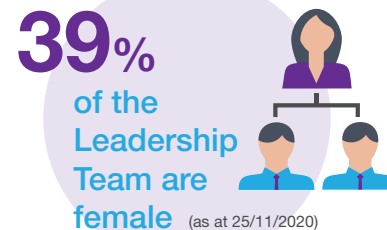
About Wythenshawe Community Housing Group

Wythenshawe Community Housing Group (WCHG) employs over 500 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 4th year the Group has published these results and it continues to review its policies to ensure that any pay gap is minimised.

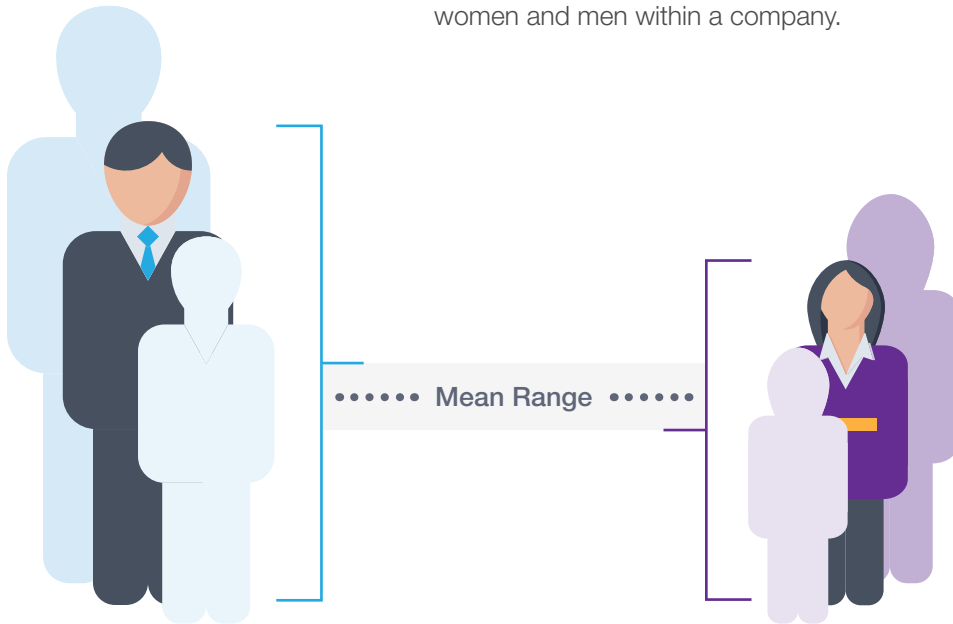
This year the Group has gone further and has also provided pay gap information by ethnicity and sexuality.



The Gender Pay Gap explained

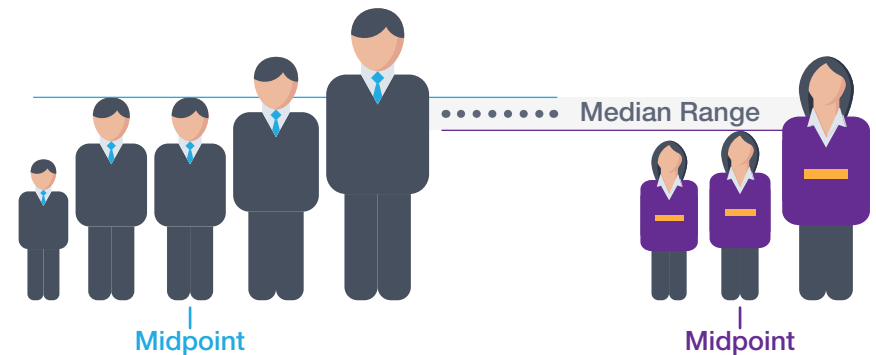
Mean Gender Pay Gap

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.

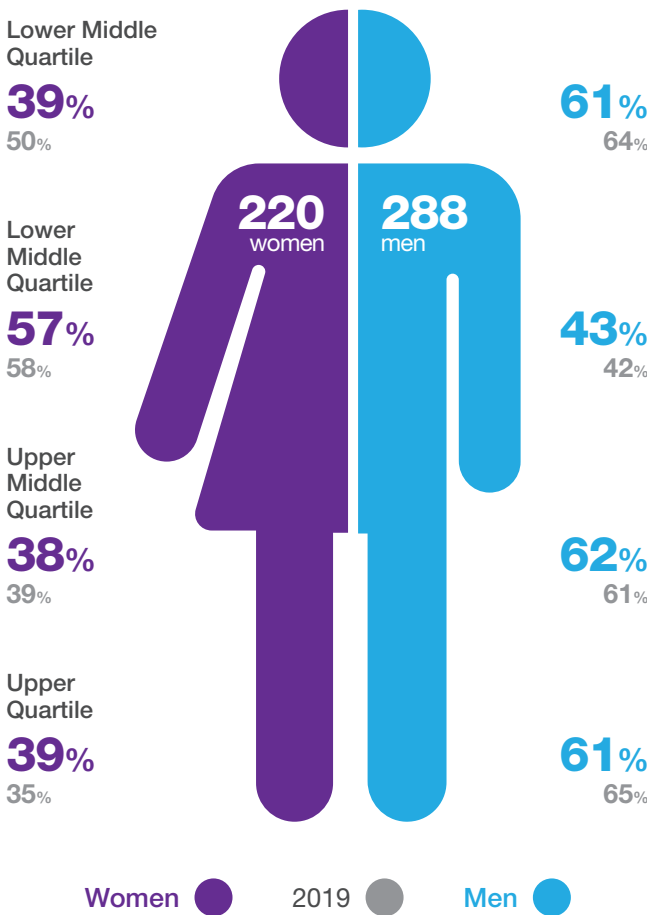
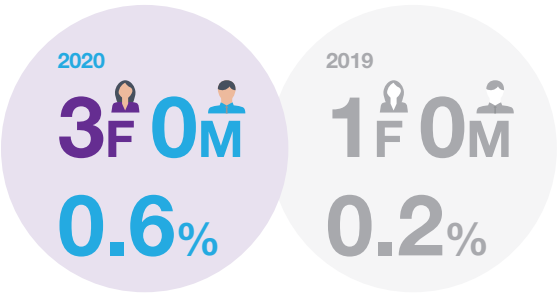


Gender Pay Gap Wythenshawe Community Housing Group

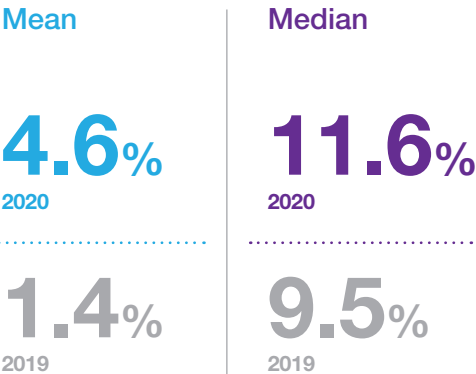
WCHG has an open and transparent pay framework in place for all staff.

Overall the Group had 508 staff on the 5th April 2020 with 288 men (57%) and 220 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 79 (61%) are taken by men.

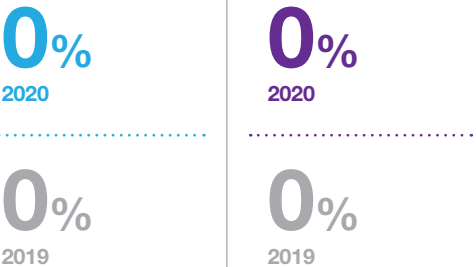
Percentage who receive a Bonus



Gender Pay Gap



Bonus Pay Gap



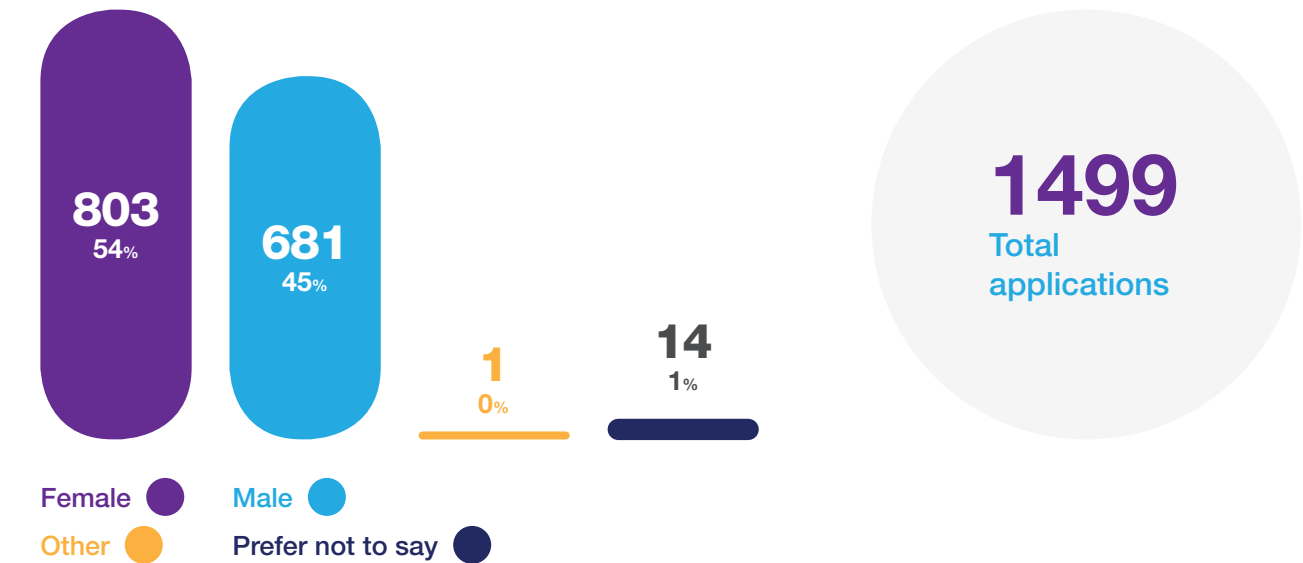
The WCHG data for 2020 highlights that the Mean Gender Pay Gap increased from 1.4% (for 2019) to 4.6%, whilst the Median Gender Pay Gap increased from 9.5% (2019) to 11.6%.

Analysis of the 2020 data reflects three vacancies in the Leadership Team which were previously held by female colleagues, which is the main factor for the increase in the gender pay gap for 2020. The gender pay gap would have been reduced to 1.9% if these posts had remained in place.

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 is being 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.

During 2019/2020 the Group introduced a new online recruitment system which allows improved data analysis on applications, this has been in place since August 2019, with the following profiling data for the period from August 2019 to March 2020.



Ethnicity

This year the pay gap data has also been analysed by ethnicity, 333 staff identified as White British, 61 people identified as being from other ethnicities (BME) and 114 people preferred not to say. For the purpose of reporting the prefer to not say have been removed.

Mean Ethnicity Pay Gap

8.6%

2020

10.4%

2019

Median Ethnicity Pay Gap

18.5%

2020

22.5%

2019

BME staff make up 25% of the Lower Quartile compared to 15% of all staff, where as Upper Quartile only equate for 10% of 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 355 members of staff identified as hetero-sexual, 7 identified as either gay, lesbian or bi-sexual and 146 staff preferred not to say. Due to the small number, the figures will fluctuate considerably, but are provided below for reference:

Mean Sexuality Pay Gap

-6.5%

2020

6%

2019

Median Sexuality Pay Gap

0%

2020

19%

2019

Further Actions to be Taken

During 2020/21 the Group worked on the development of its new Inclusion Strategy. This sets out the Group's commitment to develop knowledge and insight into the drivers of any pay differentials in the Group; ensuring that services and opportunities are open to all staff and the community it serves.

The Group is committed to reviewing its pay framework and employment conditions with the aim of implementing a framework that is transparent and will serve it well for the future in terms of attracting and retaining talent.

The Group will also implement a new People Strategy and review the underpinning policies to ensure that they promote the narrowing of any pay gap in the Group. Pay gap information will be shared with staff and tenants to support their knowledge of why having up to date profiling information is important for the Group.

Along with raising awareness amongst staff and tenants, the Group will carry out an exercise to data cleanse existing employee profile information. Gathering data on gender, ethnicity and sexuality will support work on policy development and enable us to measure our success in promoting inclusion.



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