



Gender Pay Gap Data for Wythenshawe Community Housing Group 2017

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 first year that organisations with more than 250 staff have been required to publish gender pay gap data and nationally currently only 832 companies have provided the information. The Groups results are far better than the national average for the mean pay gap (3.5% v 11.5%).

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

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 publically available for anyone to view.

The data for WCHG is as follows as of the 5th April 2017:

- Mean Gender Pay Gap = **3.5%**
- Median Gender Pay Gap = **13.2%**
- Mean Bonus Gender Pay Gap = **-68.6%**
- Median Bonus Gender Pay Gap = **-100.4%**
- Percentage who receive a bonus = **0.78% (3 female, 1 male)**
- Proportion of males and females in each quartile bracket of staff:
- Lower Quartile = **40% female and 60% male**
- Lower Middle Quartile = **56% female and 44% male**
- Upper Middle Quartile = **37% female and 63% male**
- Upper Quartile = **34% female and 66% male**
- Overall Staffing ratio = **42% female and 58% male**

WCHGs data shows that the pay gap is 3.5%, this compares to 11.5% nationally. The median employee figures demonstrate a 13.2% difference in average pay compared to 9.9% nationally; this is due to a proportionally higher number of male employees. 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 2017 / 2018 the gap will close further. This will be reported on in next years 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. Due to the small number of payments and proportionally more women, this shows a favourable variance. 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.

If you have any questions please contact Paul Roberts on 0300 111 0000.