

Gender pay gap 2022/23 Supporting statement

Wheatley Homes Glasgow
www.wheatleyhomes-glasgow.com

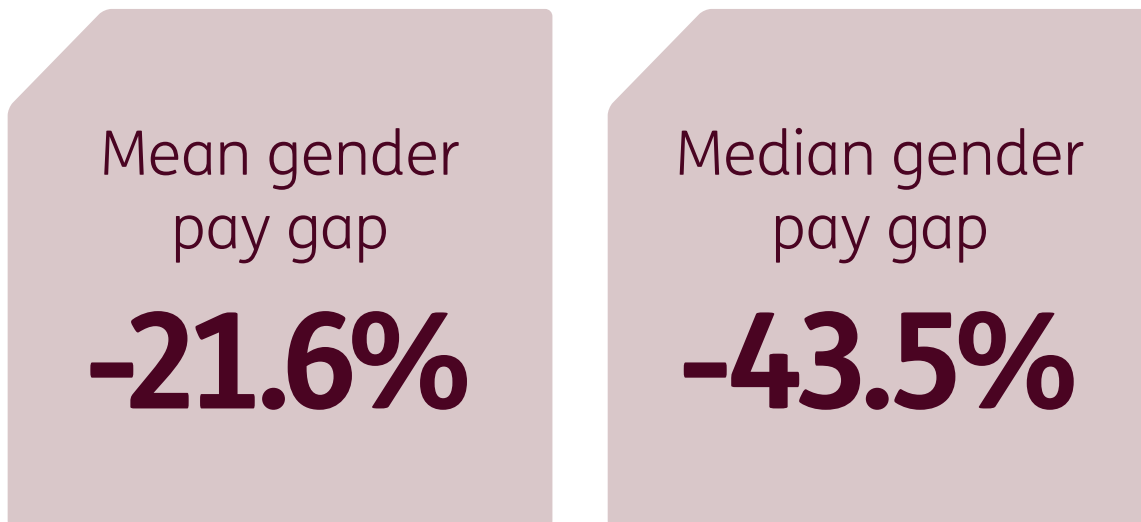


Gender pay gap 2022/23

All organisations employing over 250 employees are required to publish their gender pay gap figures. The gender pay gap is always expressed as a percentage. It is calculated by working out the difference between the average pay of all employed men and the average pay of all employed women, and dividing that number by the average pay of all employed men. A negative pay gap figure would mean that the average pay of men is lower than the average pay of women.

In Wheatley Homes Glasgow, average pay for women is higher than average pay for men. This is due to the distribution of more women in higher paid housing officer jobs and more men in lower paid neighbourhood environmental jobs. Within each job role, men and women are paid the same.

Difference in average pay



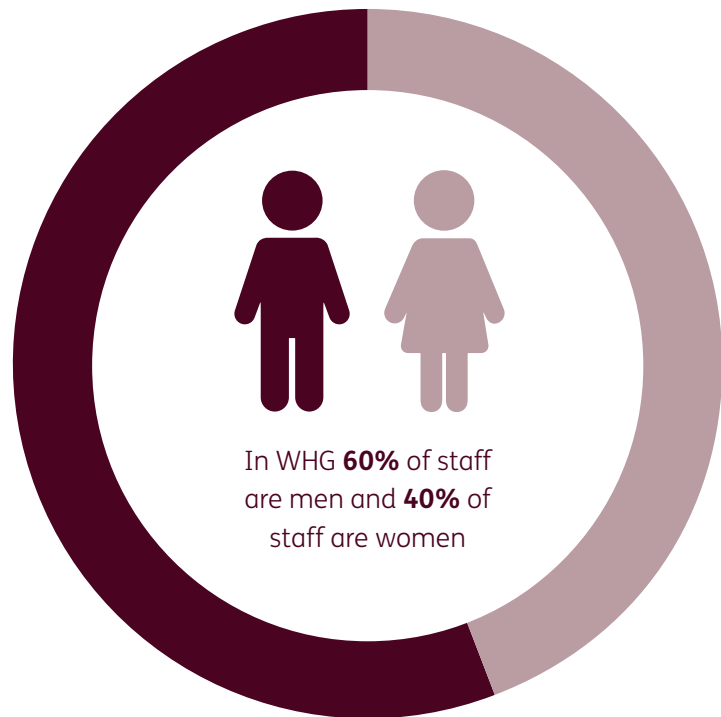
The Mean Pay Gap figure means that adding up total pay and dividing by the number of staff, the average hourly rate for women is 21.6% higher than the average hourly rate for men.

The Median Pay Gap figure means that laying out all employed women together in order of pay and then all employed men in order of pay and comparing the pay rate in the middle of each list, the median pay rate for women is 43.5% higher than the median pay rate for men.

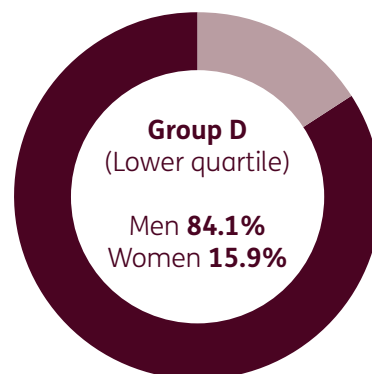
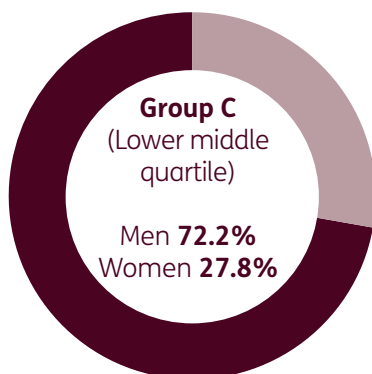
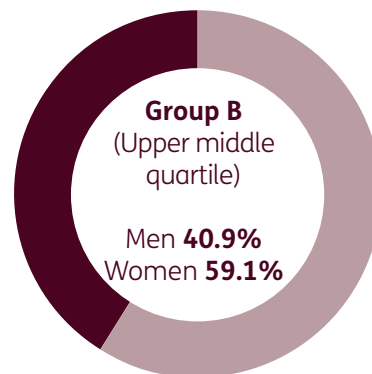
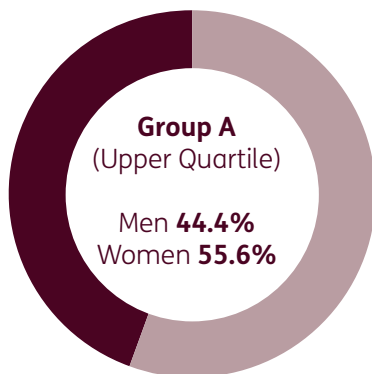
Our people

In Wheatley Homes Glasgow 60% of employees are men and 40% of employees are women.

Pay quarters show the percentage of men and women in four equal sized groups based on their hourly pay.



Pay quarters



Pay ranges

Group A, the 25% of highest paid staff, includes a range of senior posts. Due to the significant number of Housing Officers, these employees, on the same rates of pay, are split across both Group A and Group B. Just under 20% of Group A is made up of Housing Officers, with the remaining 80% of Group A made up of senior posts including our Locality Housing Directors. This group has the most even gender balance of the four quarters.

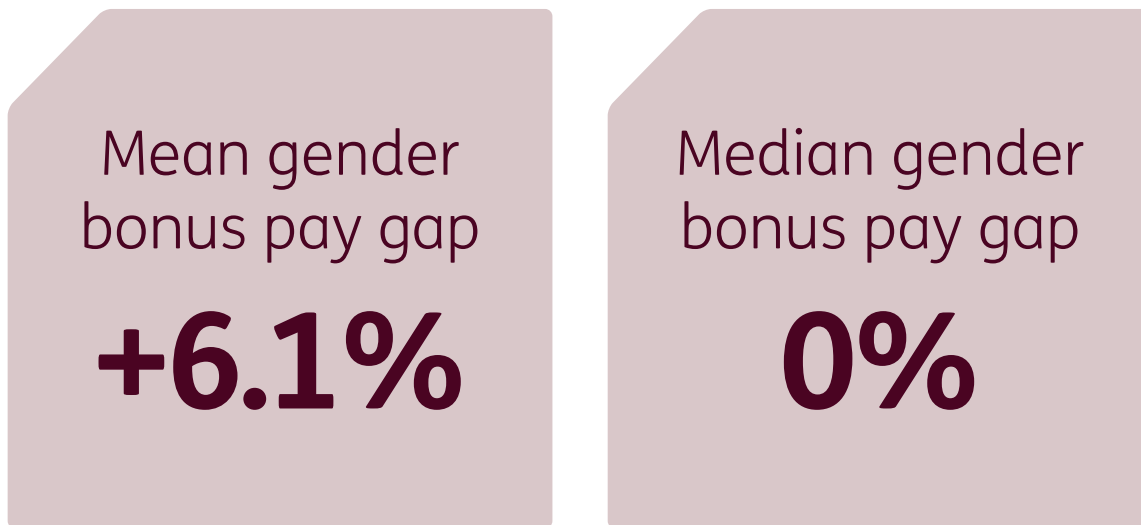
Housing Officers make up a significant proportion of Group B. We have more women than men working as Housing Officers. Our family-friendly policies and flexible working options have had an extremely positive impact on our ability to attract and retain women. We recognise that we need to continue to take action to increase the number of men within this group. For context, in the UK 70% of Housing Officers are women (Source: ONS Annual Population Survey - Employment by occupation by sex Jan 2021-Dec 2021). This means that Wheatley Homes Glasgow has a more even gender balance in the Housing Officer role than the UK average.

We have high levels of staff retention and do not often need to recruit externally for Housing Officers. Our main sources of new talent for these roles are internal promotions and our Ignite Graduate programme. We monitor diversity in this programme, and have updated our recruitment materials and processes to ensure we are attracting a balance of men and women to apply for this programme.

Men make up a clear majority in the lower earning 50% of staff (Groups C and D). This is because the majority of those working in our neighbourhood environmental teams are men. These staff provide a range of services including concierge services in our multi-storey blocks, as well as grounds maintenance and our handyperson service.

Wheatley Homes Glasgow offers an Environmental Apprenticeship programme, as well as training opportunities in our environmental service targeted at people in our communities experiencing long-term unemployment. Both of these programmes have been the main pathway into permanent roles within our environmental team. Our aim to attract more women into these roles has had some recent success and we aim to grow participation in these programmes by women in future years. Staff retention is also high in our environmental services, so we expect changes to the composition of the workforce to happen gradually over time.

One off payments



In relation to one off payments, which are required to be reported under the heading of “Bonus Pay Gap,” Wheatley Homes Glasgow made payments to employees who are seconded to work in the Group’s care services. These one-off payments included thank you payments to care staff who worked throughout the Covid pandemic. These payments were funded by the Scottish Government. Employees received the same amount on a pro rata basis, resulting in a median bonus pay gap of 0%. There are more part-time women than men, which is why there is a small mean average bonus pay gap in favour of men.

The gender pay gap regulations also require Wheatley Homes Glasgow to show the percentage of men and women in receipt of a one off payment. All staff who were seconded to work in a Wheatley Group care service received these payments. This represents only a small portion of Wheatley Homes Glasgow employees, as set out below.

The proportion of Wheatley Homes Glasgow employees working in care roles and therefore receiving a one-off payment was as follows:

| | |
|-------|------|
| Men | 1.0% |
| Women | 6.7% |

I confirm the information in this statement is accurate.

Pauline Turnock
Group Director of Finance

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