

# Gender pay gap 2023/24 Supporting statement

Wheatley Homes Glasgow  
[www.wheatleyhomes-glasgow.com](http://www.wheatleyhomes-glasgow.com)

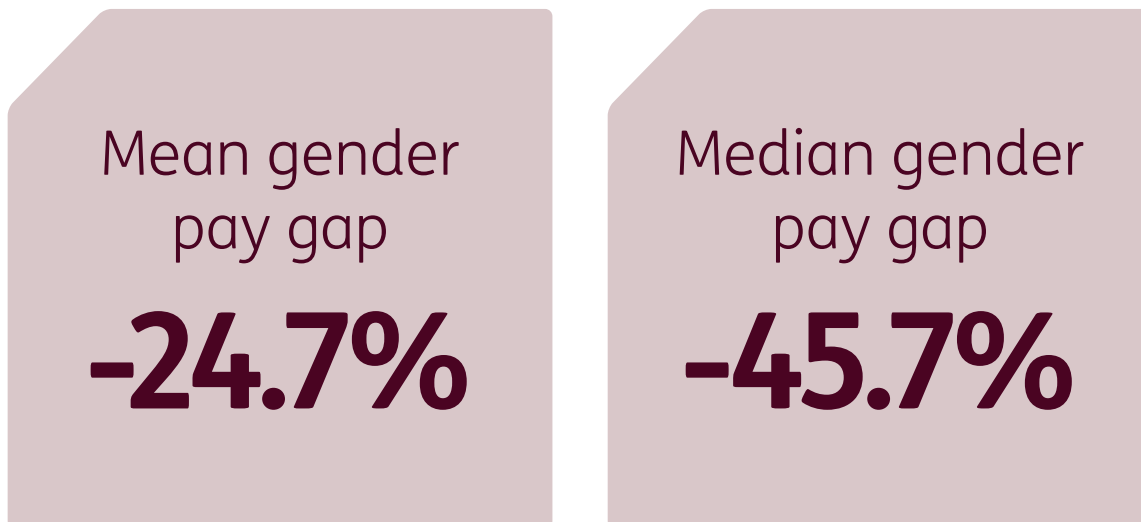


## Gender pay gap 2023/24

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 and customer service jobs and more men in lower paid neighbourhood environmental jobs. Within each job role, men and women are paid the same.

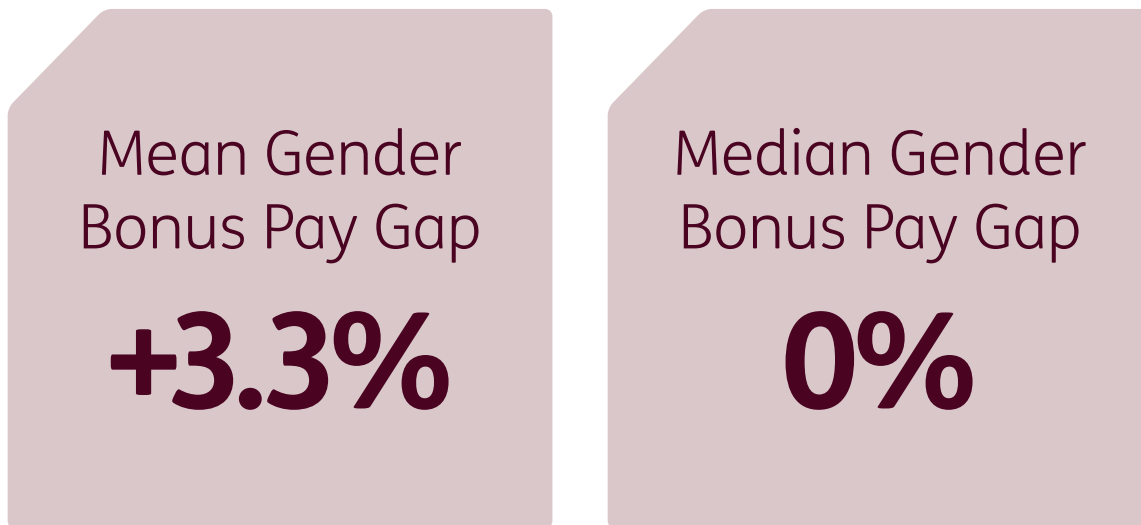
## Difference in average pay



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 24.7% 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 45.7% higher than the median pay rate for men.

## Bonus 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 as part of the annual pay award. Some of these payments were paid in instalments resulting in partial amounts falling into a different reporting year, which has resulted in the small mean bonus pay gap.

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. Some staff did not qualify for a one-off payment due to their start date, or because they were seconded to a different organisation within Wheatley Group subject to a different pay award.

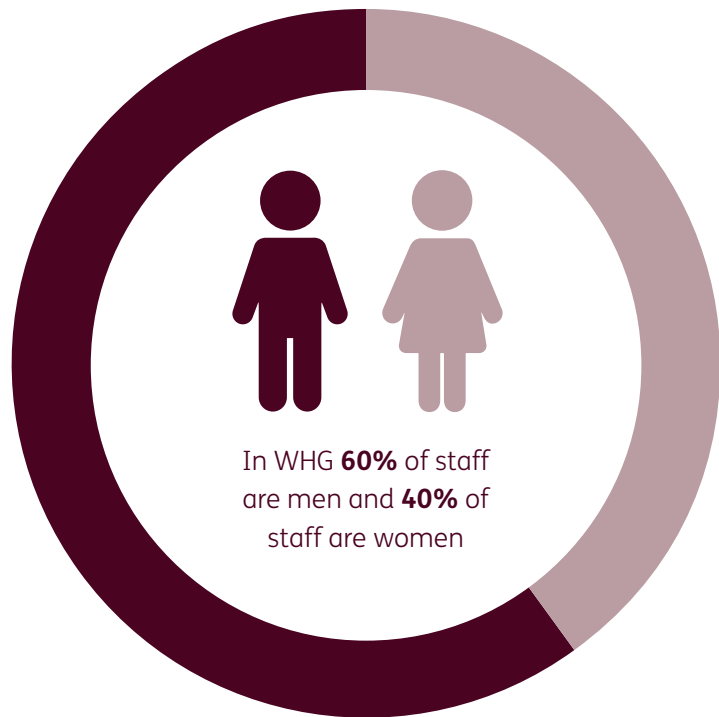
The proportion of Wheatley Homes Glasgow receiving a one-off payment was as follows:

Men	97.4%
Women	92.9%

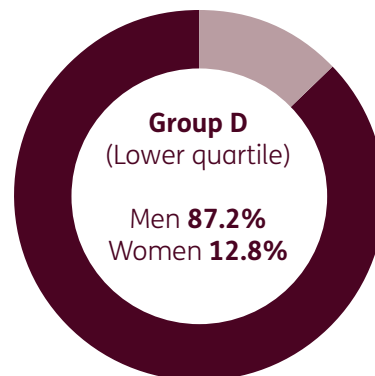
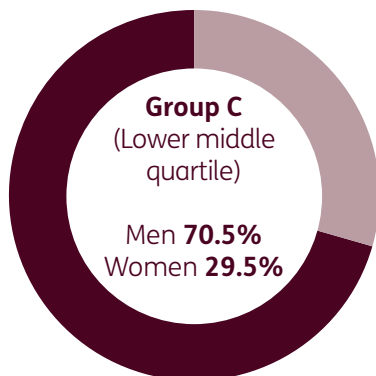
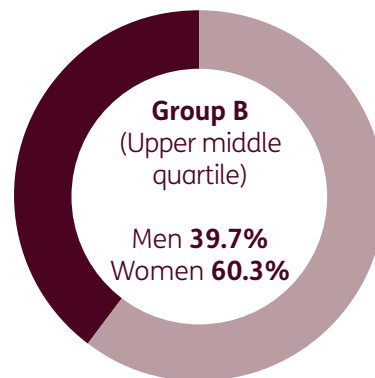
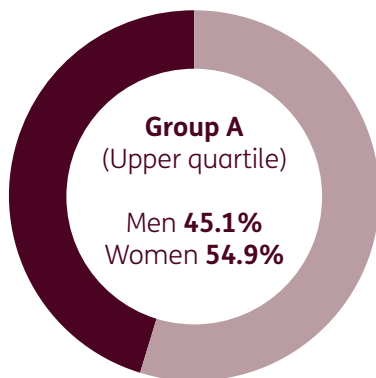
## Our people

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

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 and many of our customer service roles make up a significant proportion of Group B. We have more women than men working in these roles. 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 74% of Housing Officers are women (Source: ONS Annual Population Survey – Employment by occupation by sex Oct 2022 – Sep 2023). 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. We aim to continue to attract more women into these roles 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.

I confirm the information in this statement is accurate.

**Pauline Turnock**  
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