

Gender Pay Gap 2021/22

Supporting Statement

www.wheatleyhomes-glasgow.com



Gender pay gap supporting statement

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 office 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

-20.7%

Mean gender pay gap

-51.3%

Median gender pay gap

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 20.7% 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 51.3% higher than the median pay rate for men.



Bonus payments

Mean Gender Bonus Pay Gap	+42.2%
Median Gender Bonus Pay Gap	+65.1%

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 qualifying staff to thank them for working throughout the challenges of the coronavirus pandemic. Staff who worked on site throughout this period received an additional payment. As most of our on-site staff are Environmental Operatives, and the majority of this group are men, this has resulted in bonus pay gap figures showing a higher average amount paid to 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. The difference between the groups who received a payment is linked to the fact that some staff did not qualify, for example due to the date on which they started work for the organisation.

Proportion of staff receiving a bonus:

Women	67.1%
Men	78.0%



Our people

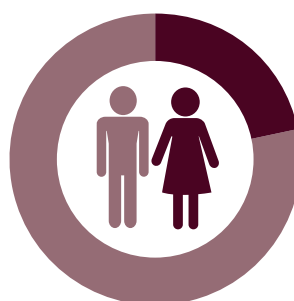
In Wheatley Homes Glasgow;
41% of staff are women
59% are men



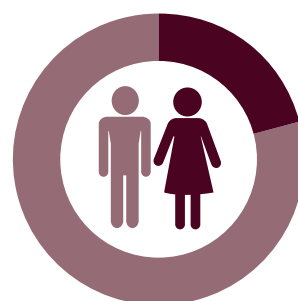
A
Upper
Women 56.1%
Men 43.9%



B
Upper middle
Women 62.1%
Men 37.9%



C
Lower middle
Women 21.8%
Men 78.2%



D
Lower
Women 21.0%
Men 79.0%

Pay ranges

Group A, the 25% of highest paid staff, includes our executive team, heads of departments in our support services and our Locality Housing Directors. We are committed to helping our staff develop and progress their careers. As a result, many of our housing managers, who form part of the top quartile, have been promoted from our teams of Housing Officers where the split is 68% women to 32% men. This is comparable with the UK average, which shows a similar 69% / 31% distribution for the job of Housing Officer (Source: ONS Annual Population Survey – Employment by occupation by sex Oct 2020 – Sept 2021).

Housing Officers make up a significant proportion of the upper middle quartile (Group B) of earners. 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.

We have high levels of staff retention and do not often need to recruit externally for housing office posts. Our main source of new talent for these roles is our Ignite Graduate programme. We monitor diversity in this programme, including gender, and have updated our recruitment materials and processes. We aim over time to achieve greater gender balance among our housing office staff.

Men make up a clear majority in the lower earning 50% of staff (Groups C and D). This is because our Neighbourhood Environmental Operatives are made up of 95.5% men and 4.5% women. 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 continues to offer training opportunities to those facing long-term unemployment and these schemes have been the main pathway for vacancies in our environmental teams. Our aim to attract more women into these roles is ongoing. Staff retention is again high, so we expect changes to the composition of the workforce to happen gradually over time.

I confirm the information in this statement is accurate.

Steven Henderson
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