

# GENDER

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# GAP REP





# PAY 20

## ABOUT WYTHENSHAW COMMUNITY HOUSING GROUP

As one of the largest housing providers in Greater Manchester, Wythenshawe Community Housing Group strives to be a diverse and inclusive organisation, bringing a strong representation of society into the workplace.

Now with over 500 colleagues, the benefits of sharing ideas, expertise and experiences requires a working environment in which everyone feels valued, respected and supported to thrive.

This is the fifth year we have provided pay gap information by ethnicity and disability, and believe this is an important step towards meaningful change for our colleagues and customers.



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## ABOUT WYTHENSHAW COMMUNITY HOUSING GROUP

 **55%** of colleagues have over 5 years' service

 **36%** of colleagues have over 10 years' service

 Average length of service is 8 years

 **43%** of colleagues live locally

 **40%** of the Leadership team are female

 **52%** of the Board & Committees are female





# PAY 20

## 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 the average hourly rate of pay for 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.

### CHANGE OVER TIME

A change in the pay gap moving towards 0 shows a decrease in the gap; a change in the gap away from 0 shows an increase in the gap.



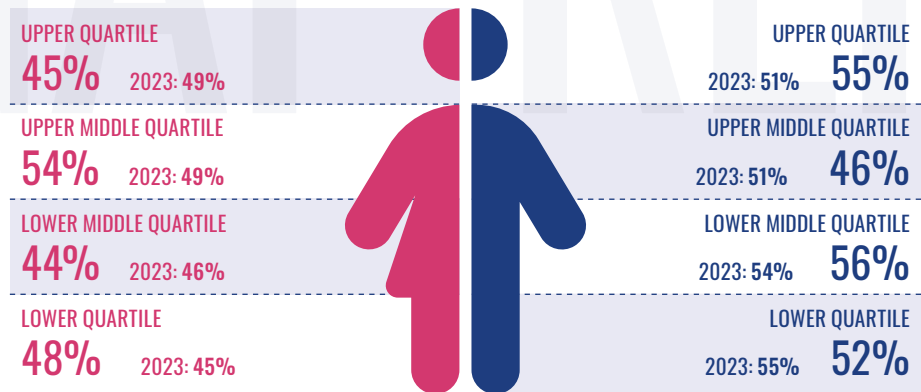
# GENDER

## GENDER PAY GAP

We have an open and transparent pay framework in place for all colleagues.

Overall, the Group had **480** colleagues on the 5th April 2024 with **250** (52%) men and **230** (48%) women.

This is similar to last year's split and is reflected in the split on colleagues by quartiles.







# PAY 20

## GENDER PAY GAP

The data for 2024 highlights the **mean gender** pay gap has **increased** from 0.92% in 2023 to 5.16% in 2024. The **median gender** pay gap has **slightly decreased** from -3.86% to -3.37%.

**MEAN**   
**5.16%** 2023: 0.92%

**MEDIAN**   
**-3.37%** 2023: -3.86%

Negatives within the context of the gender pay gap aren't inherently a bad outcome. Overall, we want to ensure our pay gap is as close to 0 as possible to provide pay equity.

**MEAN HOURLY RATE** 

 **£20.54** 2023: £19.37

 **£21.65** 2023: £19.55

**MEDIAN HOURLY RATE** 

 **£19.03** 2023: £18.04

 **£18.41** 2023: £17.37



# GENDER

## GENDER PAY GAP

We remain committed to doing as much as is possible and within our reach as an organisation to offset these external factors and to reduce the pay gap.

When analysing our pay gap, it is apparent that societal trends which influence career choices by gender continue to impact our workforce profile. There is a reassurance that our Gender Pay Gap is not as a result of paying men and women differently for the same or equivalent work. Moreover, the pay gap is the result of the roles in which men and women work within the Group and the salaries that these roles attract on the market. This is reflected across the UK economy as a whole.

The Group's current banded pay scales help to provide transparency and minimise the risk that bias could come into setting staff pay.

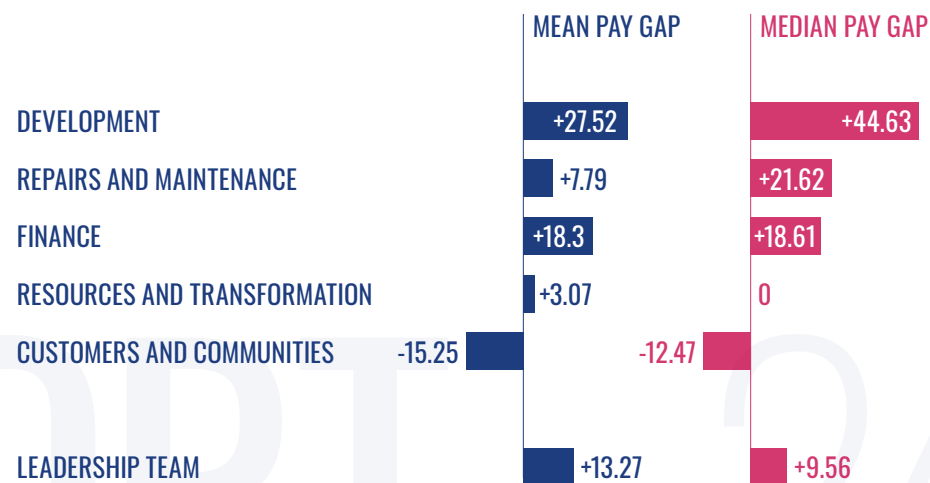
The pay framework has been developed to ensure a fundamental principle of fairness and openness to ensure employees feel comfortable in having conversations about pay.







## GENDER PAY GAP



There is a large variance in pay gaps between directorates. Development has the largest positive pay gap, which means on average, male colleagues are paid more than female colleagues. Customers and Communities has the largest negative pay gap, which means on average, female colleagues are paid more than male colleagues. These variances are largely down to the make up of each directorate.



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## ETHNICITY PAY GAP

The **mean ethnicity** pay gap has **increased** from 5.46% in 2023 to 6.62% in 2024. The **median ethnicity** pay gap has **increased** from 4.75% to 6.44%.

We have 18 colleagues who prefer not to share their ethnicity and 15 colleagues who selected 'Unknown' for their ethnic background. 359 colleagues identify as White British, and 88 colleagues identify as Minoritised Ethnic. The calculation for the pay gap excludes 'Unknown' and those who prefer not to say.

**MEAN**   
**6.62%** 2023: 5.46%

**MEDIAN**   
**6.44%** 2023: 4.75%







# PAY 20

## DISABILITY PAY GAP

The **mean disability** pay gap has **decreased** from -9.65% in 2023 to -7.64% in 2024. The **median disability** pay gap has **increased** from 0.77% to 3.37%.

We have 32 colleagues who selected 'Unknown' for their disability status, compared to 368 colleagues who do not identify as having a disability and 80 colleagues who identify as having a disability.

**MEAN**  
**-7.64%** 2023: -9.65%



**MEDIAN**  
**3.37%** 2023: 0.77%





## RECOMMENDATIONS

In line with our Equality, Diversity and Inclusion strategy, and People strategy, we will continue to focus on creating an equitable workplace for all.

### 1. CO-CREATION

We will continue to encourage Wythenshawe residents to apply for our roles. We are engaging with the 20% Movement which challenges housing providers to have 20% colleagues in their organisation who are also customers.







## 2. ACCESSIBILITY

Following last year's recommendations of benchmarking against other organisations we're conducting a pay audit and working with specific directorates to make changes.

This year we will renew our commitment to benchmark against other organisations in the sector, we weren't able to complete this exercise due to lack of engagement.

We will be pushing for this to be completed so all Greater Manchester Housing Providers are able to understand how well they are doing in terms of pay gaps.

We will also look to compare these on a national and local level to ensure consistency. We want to sure the pay gap is accessible to all and we are consistent with our approach.



### 3. EDUCATION

We recognise the role we have in raising awareness and understanding of the factors that may affect the pay gaps. We will ensure all colleagues complete Equality, Diversity and Inclusion training and there are future opportunities for development such as mentoring and allyship. Working with our colleague network Wyth Everyone, we will look to increase people's understanding and awareness of our pay gap reporting.

### 4. PAY AUDIT

We're committed to championing pay parity and during autumn 2024, we're working with Distinctive People on an Equal Pay Audit. We will use the review findings to rectify any gender or diversity gaps in compensation. This affirms our commitment to transparency and fairness. The Pay Audit will result in an action plan.





# GENDER PAY 20



# PORT 24

## Wythenshawe Community Housing Group

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