

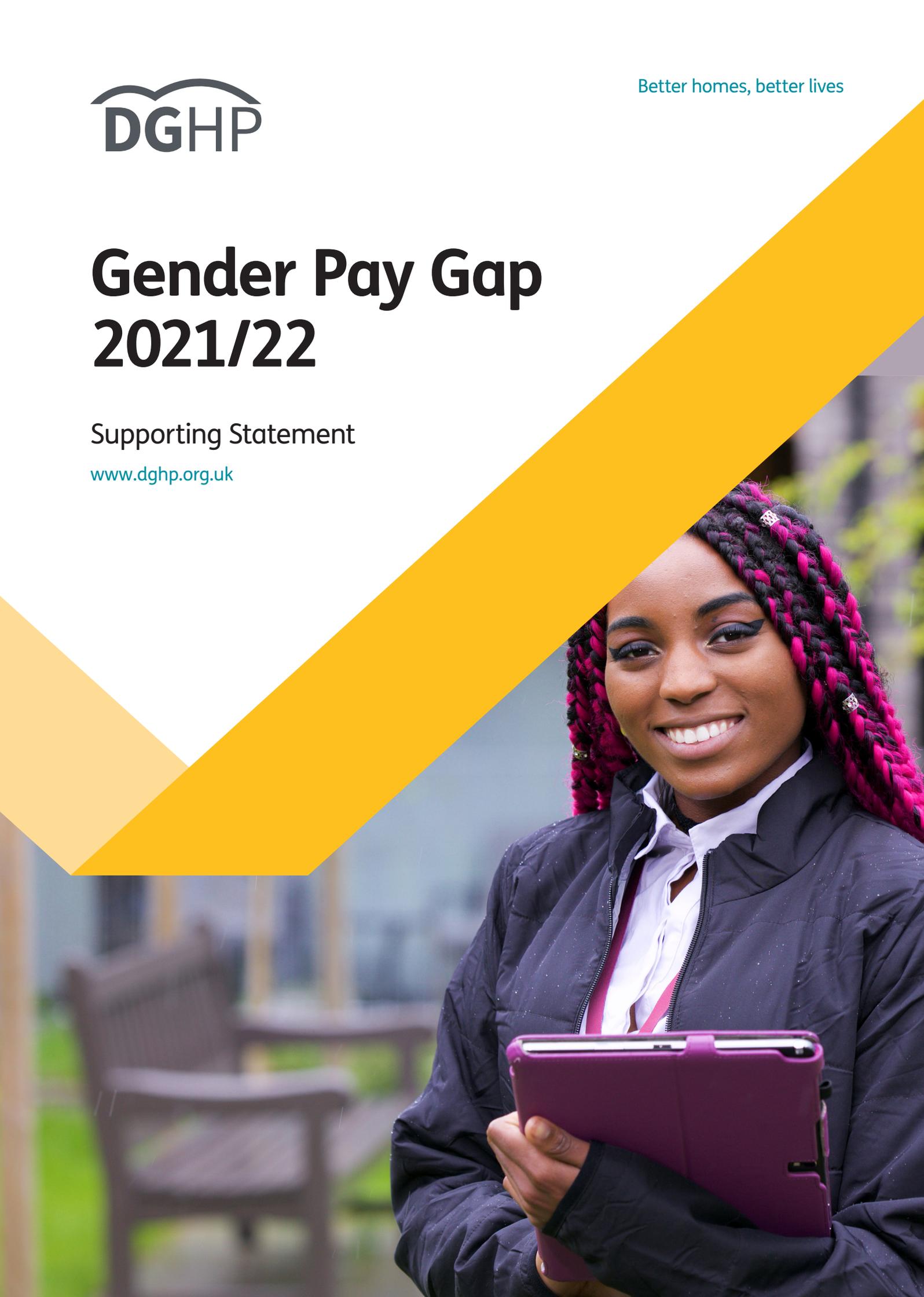


Better homes, better lives

Gender Pay Gap 2021/22

Supporting Statement

www.dghp.org.uk



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 DGHP average pay for women is higher than average pay for men. This is due to the distribution of more women in certain higher paid housing office roles and more men in certain lower paid roles in our repairs service. 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 15.2% higher than the average hourly rate for men.

The Median Pay Gap figure means that laying out all female staff together in order of pay and then all male staff in order of pay and comparing the pay rate in the middle of each list, the median pay rate for women is 30.8% higher than the median pay rate for men.

Bonus Payments

Mean Gender Bonus Pay Gap	+33.5%
Median Gender Bonus Pay Gap	+14.8%

In relation to one off payments, which are required to be reported under the heading of “Bonus Pay Gap,” DGHP 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 work in our in-house repairs service, 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 DGHP 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	68.6%
Men	70.0%



Our people

In DGHP;
49% of staff are women
51% are men



Upper
Women 50.0%
Men 50.0%



Upper middle
Women 75.4%
Men 24.6%



Lower middle
Women 41.2%
Men 58.8%



Lower
Women 29.0%
Men 71.0%

Pay ranges

In April 2021 as part of our strategy to bring our repairs service in-house, a number of additional staff transferred into the organisation and are therefore included in this year's figures. This change to the composition of the workforce has impacted this year's set of figures, which has resulted in a larger ordinary pay gap in favour of women compared to the previous year.

In terms of the distribution of men and women across the four groups of staff ranked in order of earnings, we can see that the highest quartile of earners, which includes our senior managers, is very even with a 50/50 gender split.

There are more women than men in the upper middle quartile of earners, this group includes our Housing Officers, we recognise we need to do more to recruit and retain men within Housing Officer positions.

There are more men than women in the lower quartile of earners, which includes many of our entry level repairs posts.

One of the pathways for new starts joining the organisation is our modern apprentice programme, our ongoing objective with this programme is to continue to attract talented male and female candidates for both our housing and trades roles.

We have also carried out a review of our recruitment materials to ensure that when advertising roles, we attract a good mix of both men and women to apply for our vacancies as they arise. We expect the changes to the composition of the workforce to happen gradually over time.

I confirm the information in this statement is accurate.

Steven Henderson
Group Director of Finance

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