

Gender pay gap 2022/23 Supporting statement

Wheatley Homes South
www.wheatleyhomes-south.com

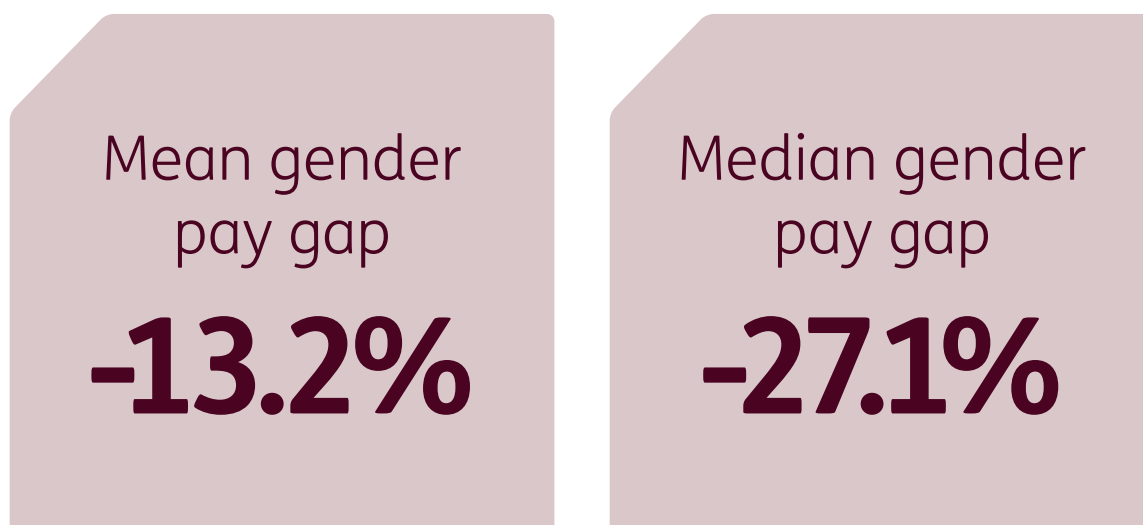


Gender pay gap 2022/23

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 South 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 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



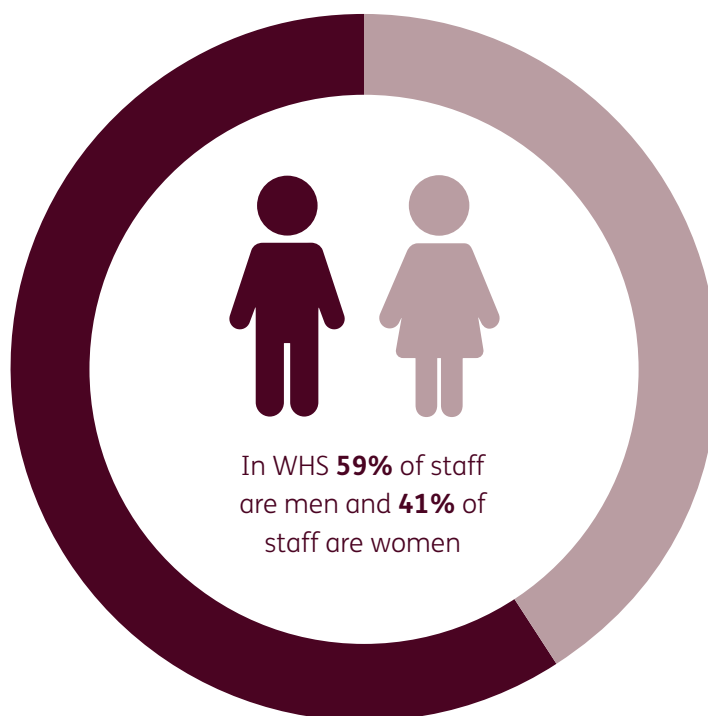
The Mean Pay Gap figure means that adding up total pay and dividing by the number of staff, the average hourly rate for women is 13.2% higher than the average hourly rate for men.

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 27.1% higher than the median pay rate for men.

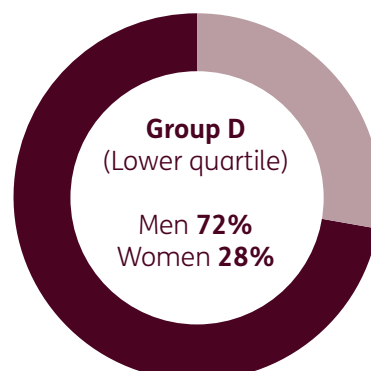
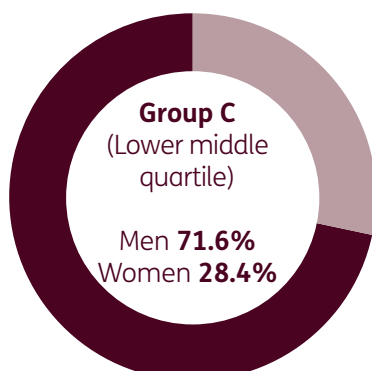
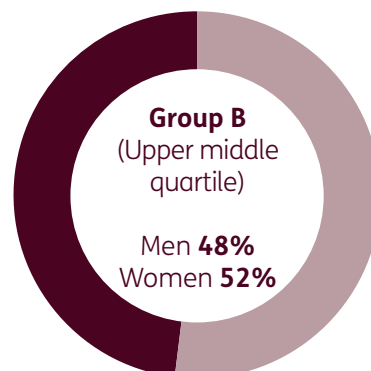
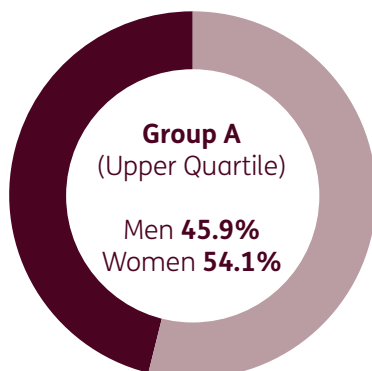
Our people

In Wheatley Homes South 59% of employees are men and 41% 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

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, has more women than men.

There are slightly more women than men in the upper middle quartile of earners. This group includes our Housing Officers, where there are more women than men, as well as some of our trades roles, where there are more men than women.

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

We have a recruitment strategy to ensure that when advertising roles, we aim to attract a good mix of both men and women to apply for our vacancies as they arise. We recognise we need to do more to attract men to apply for our Housing Officer vacancies, and for women to apply for our repairs and environmental vacancies. We expect the changes to the composition of the workforce to happen gradually over time.

One off payments

Mean gender
bonus pay gap

+5%

Median gender
bonus pay gap

0%

In relation to one off payments, which are required to be reported under the heading of “Bonus Pay Gap,” Wheatley Homes South made payments to qualifying care staff. These payments were to thank care staff who worked throughout the Covid pandemic and were funded by the Scottish Government. Employees received the same amount on a pro rata basis, which is why the median bonus pay gap is 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 South to show the percentage of men and women in receipt of a one off payment. The difference between the groups is as a result of more women than men working in the care team.

Proportion of staff receiving a bonus:

Men	1.7%
Women	12.4%

I confirm the information in this statement is accurate.

Pauline Turnock
Group Director of Finance

Wheatley Group, Wheatley House,
25 Cochrane Street, Glasgow, G1 1HL
wheatley-group.com

