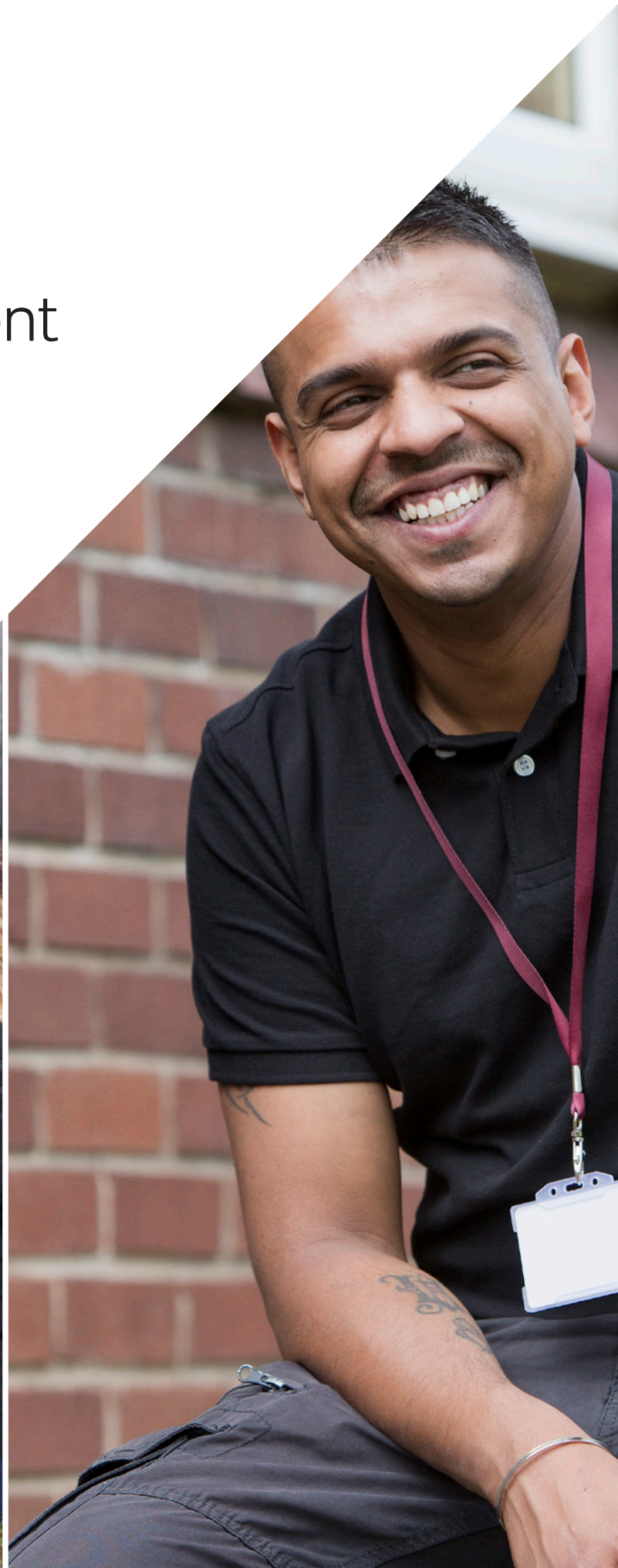


# Gender pay gap 2022/23

## Supporting statement

Wheatley Homes East  
[www.wheatleyhomes-east.com](http://www.wheatleyhomes-east.com)

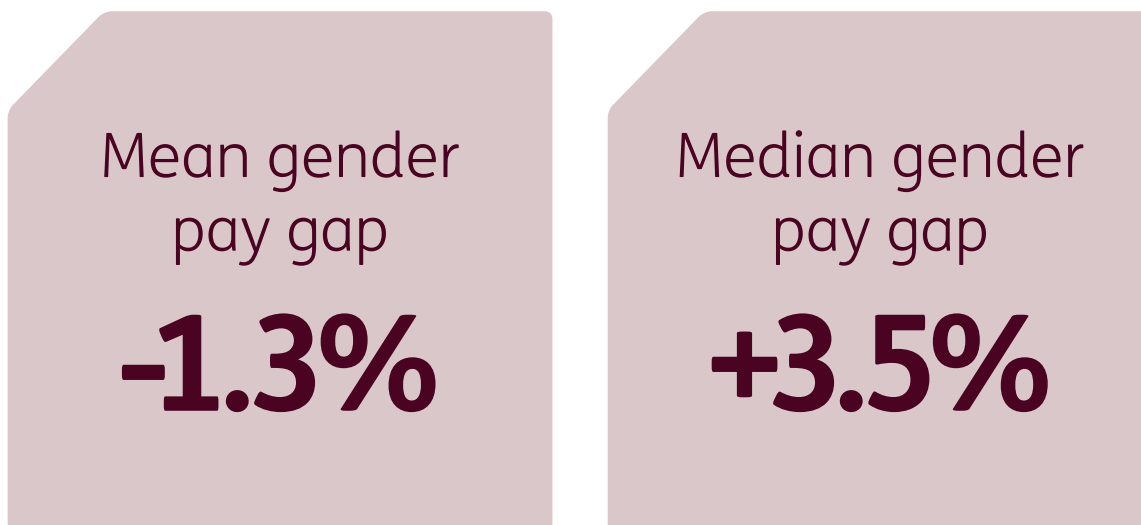


## Gender pay gap 2022/23

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 East, average pay for men and women is balanced, with a small average pay gap in favour of men under one of the key measures and a small average pay gap in favour of women in the other key measure. The difference is due to the distribution of men and women across different levels of seniority within the organisation. Within each job role, men and women are paid the same.

## Difference in average pay



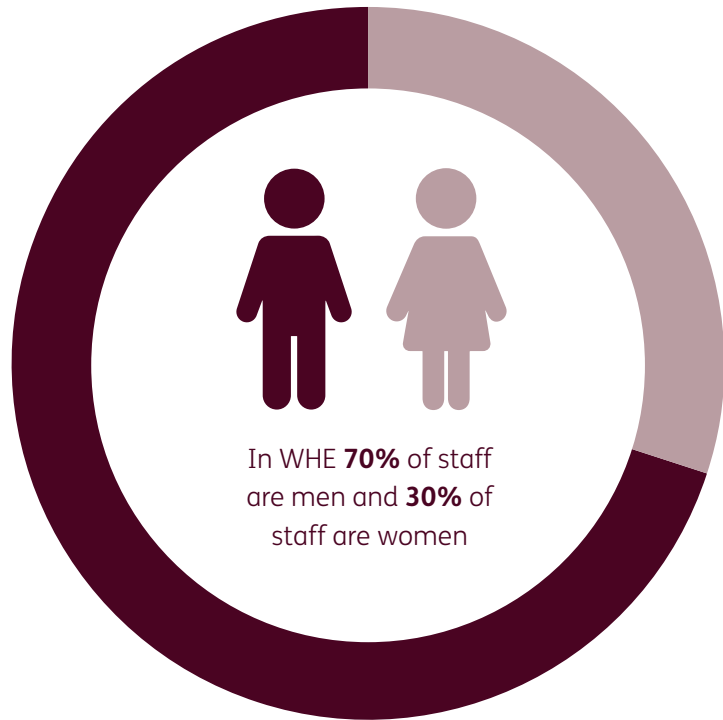
The Mean Pay Gap figure means that adding up total pay and dividing by the number of staff, the average hourly rate for women is 1.3% higher than the average hourly rate for men.

The Median Pay Gap figure means that laying out all employed women together in order of pay and then all employed men together in order of pay and comparing the pay rate in the middle of each list, the median for men is 3.5% higher than the median for women.

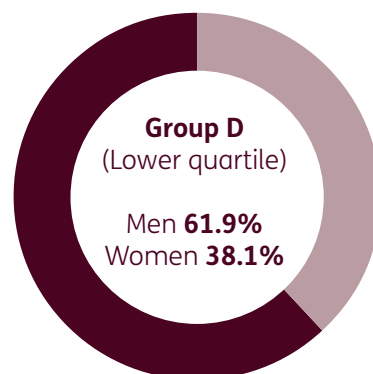
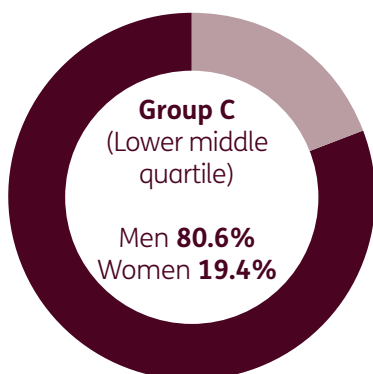
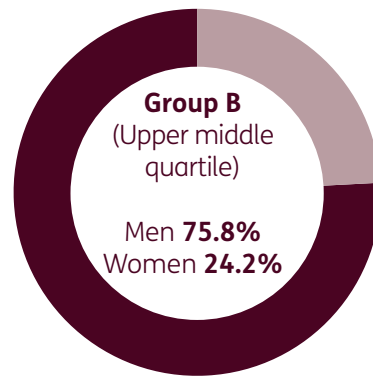
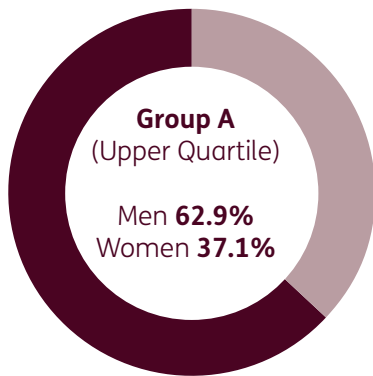
# Our people

In Wheatley Homes East 70% of employees are men and 30% 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



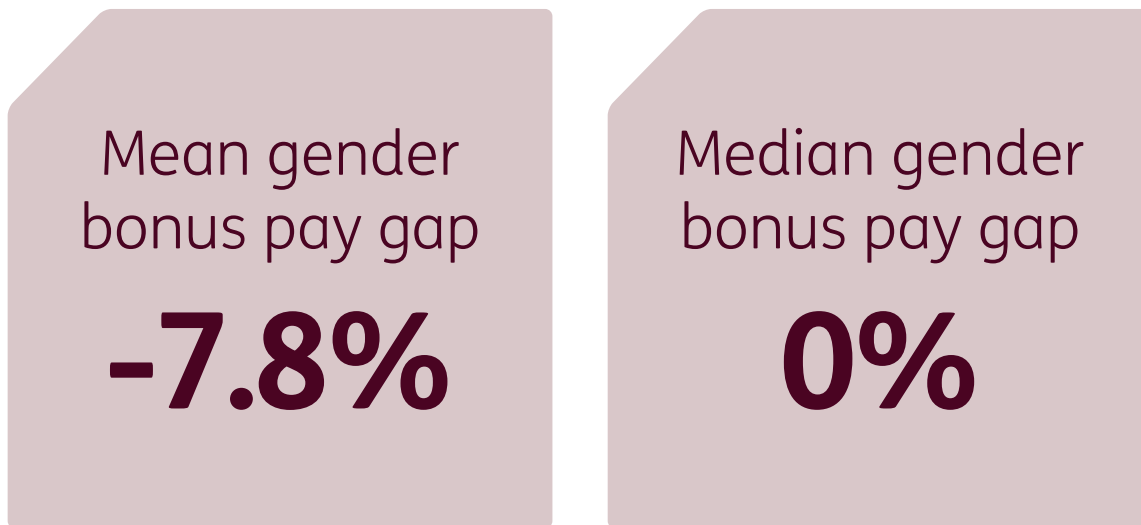
## Pay ranges

In terms of the distribution of earners, there is a higher concentration of women (37.1%) in the upper quartile, which includes senior managers.

We have more middle earning men than women. This is because Wheatley Homes East employs a large proportion of skilled trades staff including qualified electricians, plumbers and joiners. These are professions which have traditionally attracted more men than women. We are conscious of this difference within this group and are working to ensure that we increase the number of women applicants when vacancies arise for these posts in the future. Staff retention is high, therefore we expect changes to the composition of the workforce to happen gradually over time.

Overall we are satisfied with the current gender pay gap results and will work to ensure that we maintain these results in future years.

## One off payments



In relation to one off payments, which are required to be reported under the heading of “Bonus Pay Gap,” Wheatley Homes East 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 were more part-time men than women qualifying for this payment, which is why there is a small mean average bonus pay gap in favour of women.

The gender pay gap regulations also require Wheatley Homes East 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	6.3%
Women	13.2%

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**

