

Gender pay gap 2023/24 Supporting statement

Wheatley Homes South
www.wheatleyhomes-south.com

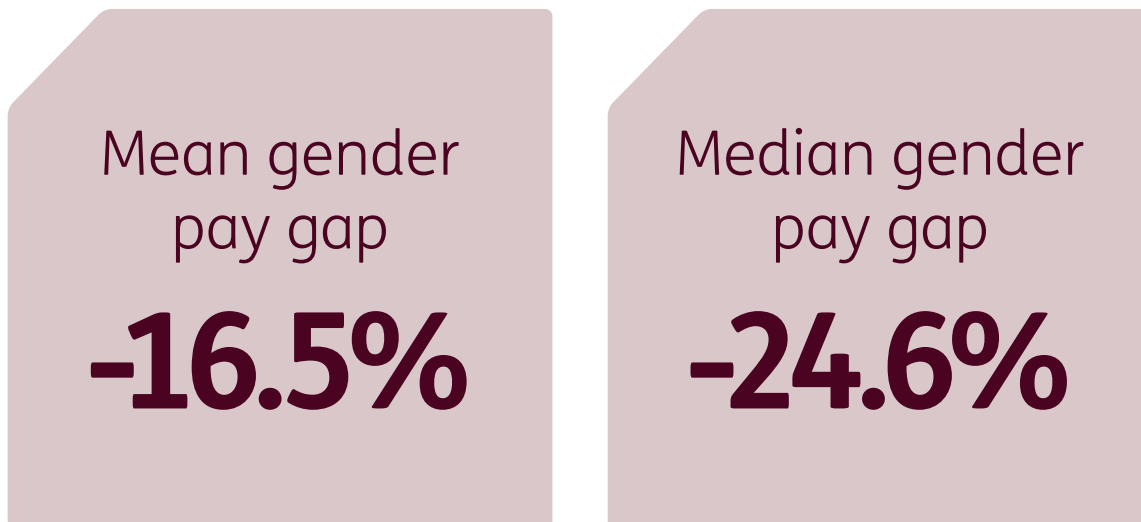


Gender pay gap 2023/24

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 and environmental services. Within each job role, men and women are paid the same.

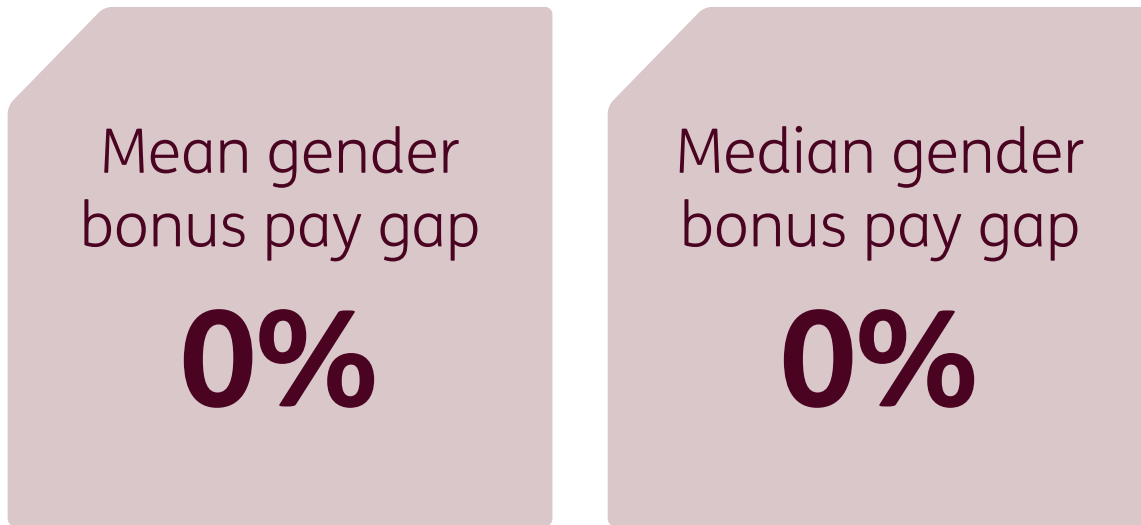
Difference in average pay



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 16.5% 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 24.6% higher than the median pay rate for men.

Bonus payments



In relation to one off payments, which are required to be reported under the heading of “Bonus Pay Gap,” Wheatley Homes South made one-off payments linked to the annual pay award. The same amount was paid to each employee resulting in a 0% bonus pay gap.

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 small difference between the groups is as a result of some men not qualifying for the payment due to start date.

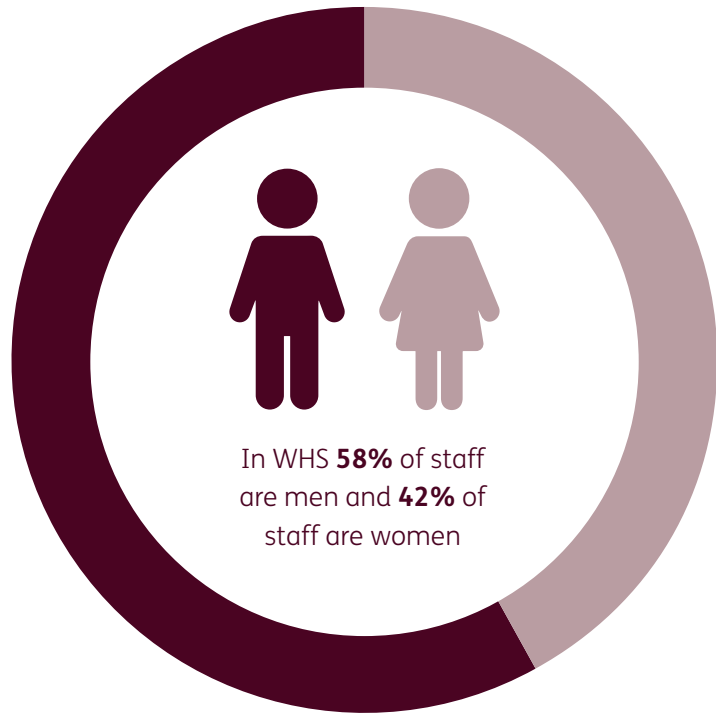
Proportion of staff receiving a bonus:

Men	99.4%
Women	100%

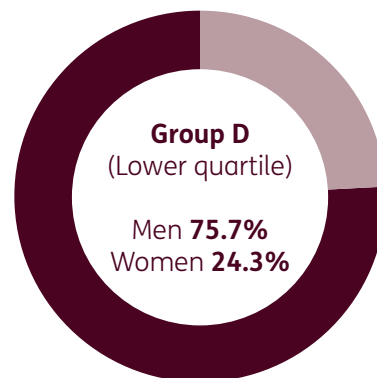
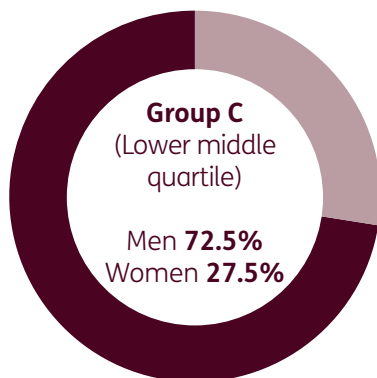
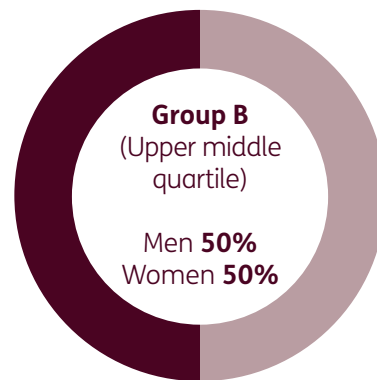
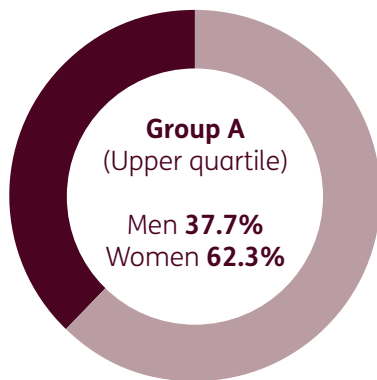
Our people

In Wheatley Homes South 42% of staff are women and 58% are men.

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. This is as a result of turnover of senior staff linked to restructure.

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.

In 2024 we have restarted our trades apprenticeship programme and were successful in attracting a good gender balance of applicants. We expect this to improve gender diversity in our repairs team in the future. Changes to the composition of the workforce will happen gradually over time.

I confirm the information in this statement is accurate.

Pauline Turnock
Group Director of Finance

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