

Gender pay gap 2025/26 Supporting statement

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Gender pay gap 2025/26

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

Mean gender
pay gap

-21.3%

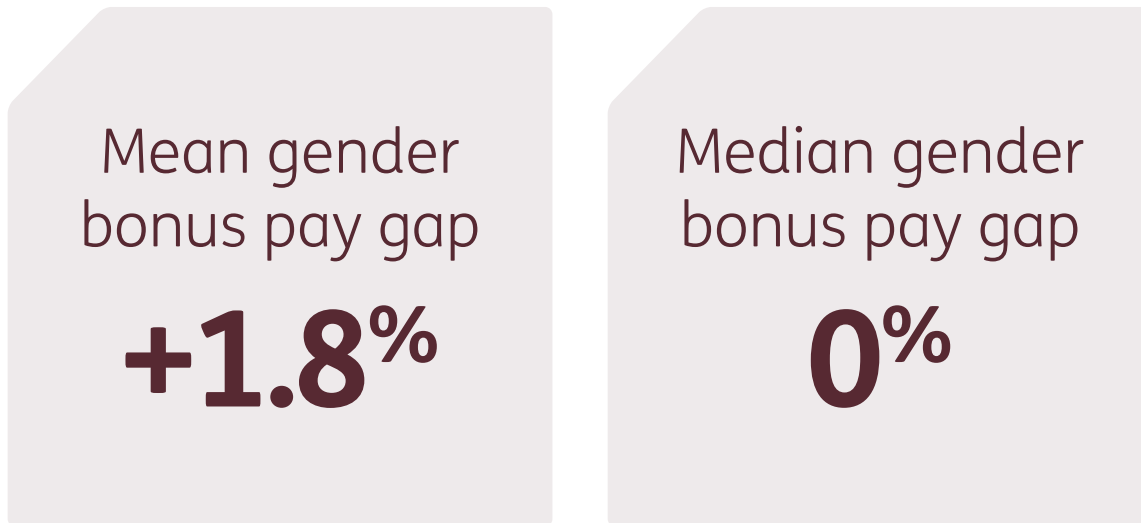
Median gender
pay gap

-26.4%

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 21.3% 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 26.4% 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 payments to employees as part of the annual pay award. The agreement was for staff to receive the same payment after tax.

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. Some staff did not qualify for a payment, for example due to start date.

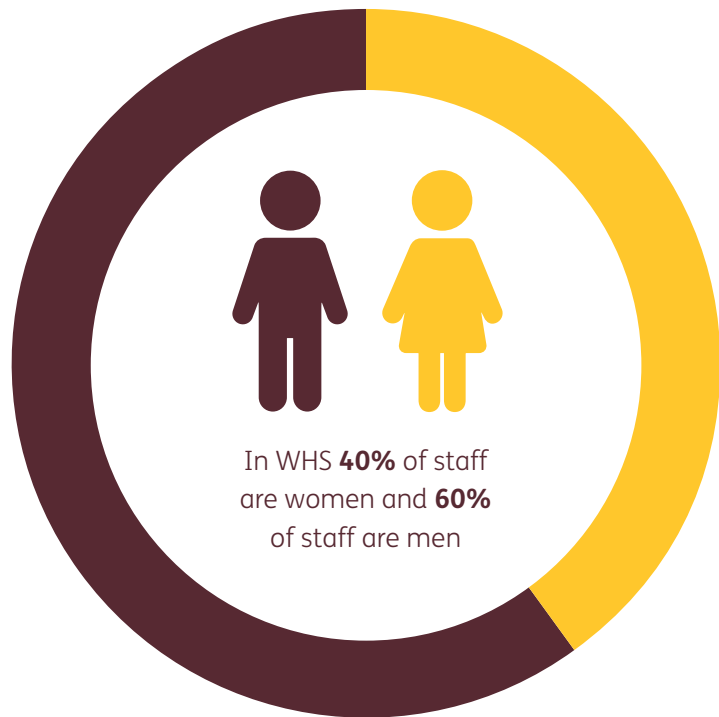
Proportion of staff receiving a bonus:

Women	99.2%
Men	100%

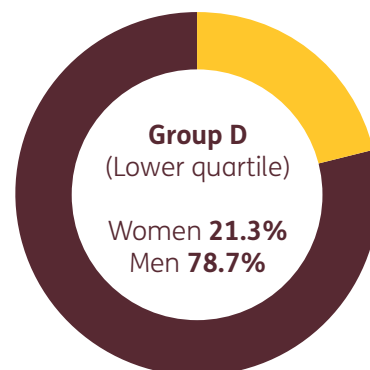
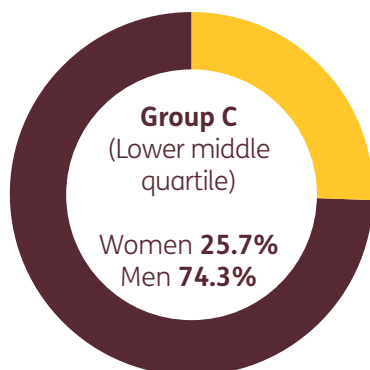
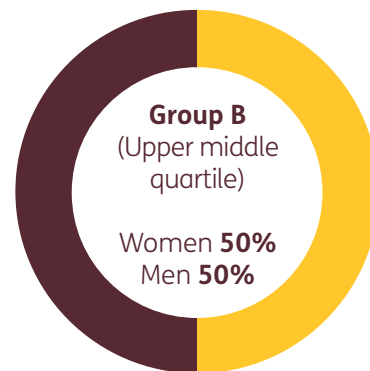
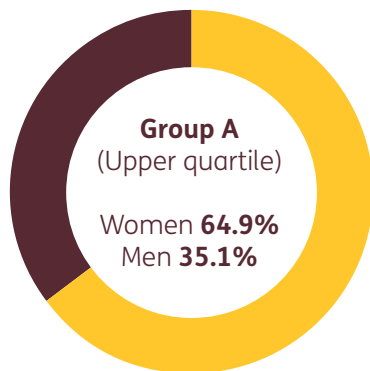
Our people

In Wheatley Homes South, 40% of staff are women and 60% 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. Our housing officer roles sit across both the Upper and Upper Middle quartiles, and we have more women than men in these roles.

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

We will continue to monitor the gender pay gap and ensure our approach to recruitment practices are attractive to both men and women, and to encourage men to apply for our housing officer vacancies, and women to apply for our trades and environmental roles. Staff retention is high, therefore we expect changes to the composition of the workforce to happen gradually over time. I confirm the information in this statement is accurate.

Pauline Turnock
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