



Better homes, better lives

Gender Pay Gap 2020/21

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. Due to an increase in staffing numbers, Dumfries and Galloway Housing Partnership (DGHP) now requires to report this information for the first time. 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 Ordinary Pay.

-6.5%

Mean gender pay gap

-8.4%

Median gender pay gap

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 6.5% 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 8.4% higher than the median pay rate for men.

Bonus Payments

DGHP did not make bonus payments to staff in the annual reference period.



Our people

In DGHP;
50% of staff are men
50% are women



Upper
Men 48.6%
Women 51.4%



Upper middle
Men 36.5%
Women 63.5%



Lower middle
Men 50%
Women 50%



Lower
Men 65.3%
Women 34.7%

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, is very even with just slightly more women than men. There is also an even split in the lower middle quarter, which includes both repairs and customer service staff.

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. As at April 2020 we have a good mix of men and women among our apprentice electrician, joiner and plasterer roles, which we hope will improve gender balance within our repairs service in future years.

We will also carry 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.

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