



**GENDER PAY GAP  
REPORT**

5 April 2020

**The Wrekin**  
Housing Group

## Introduction

Our vision is to 'make a difference to people's lives' and we have a strategic aim of being an 'employer of choice'.

To achieve this, we know that it is essential that we attract and retain the very best talent by rewarding employees in a fair and transparent way.

In April 2017, the government introduced gender pay gap reporting for all companies with more than 250 employees.

The gender pay gap shows the difference between the average hourly pay for men and women across all ages, roles and organisational levels. It differs from equal pay which is the right for men and women to be paid at the same rate of pay for work that is of equal value.

We're required to publish statutory calculations every year showing the pay gap between our male and female employees.

## What is our gender pay gap?

The difference in hourly pay between male and female employees at Wrekin is shown as of 5 April 2020 below. We have also included previous data for comparison purposes.

During the 2019 /2020 period, the structure of Wrekin grew as five partner organisations transferred to the organisation - The Wrekin Housing Group, Shropshire Housing Alliance, South Shropshire Furniture scheme, Reviive and FUSE.

Previously, only The Wrekin Housing Group and Choices Housing Association had to report their gender pay gap.

Due to the way Wrekin is structured, we are required to report on each of our employing entities with more than 250 colleagues separately. This information is available below.

| <b>Wrekin gender pay gap</b> | <b>Mean</b> | <b>Median</b> |
|------------------------------|-------------|---------------|
| <b>2020</b>                  | 12.7%       | 16.07%        |
| <b>2019*</b>                 | 10.8%       | 1.85%         |
| <b>2018*</b>                 | 7.4%        | 1.75%         |
| <b>2017*</b>                 | 8.3%        | 1.79%         |

\*For consistency of comparison data prior to April 2020 was related to The Wrekin Housing Group.

| <b>Choices gender pay gap</b> | <b>Mean</b> | <b>Median</b> |
|-------------------------------|-------------|---------------|
| <b>2020</b>                   | 0.8%        | 0%            |
| <b>2019</b>                   | -1.7%       | 0%            |
| <b>2018</b>                   | -1.8%       | 0%            |
| <b>2017</b>                   | 0%          | 0%            |

The mean gender pay gap is the difference between the average hourly pay received by men and women at 5 April each year.

The median is the middle value in our pay and is calculated by organising all our salaries in order and picking the middle number. The median gender pay gap removes any influence of very high and very low pay.

## What is our bonus pay gap?

The gender bonus gap is the difference between the average bonus received by men and women across Wrekin and Choices.

| <b>Wrekin gender bonus gap</b> | <b>Mean</b> | <b>Median</b> |
|--------------------------------|-------------|---------------|
| <b>2020</b>                    | 15%         | 0%            |
| <b>2019*</b>                   | 3.5%        | -20.60%       |
| <b>2018*</b>                   | 39.8%       | 46.13%        |
| <b>2017*</b>                   | 11.7%       | 29.21%        |

| <b>Choices gender bonus gap</b> | <b>Mean</b> | <b>Median</b> |
|---------------------------------|-------------|---------------|
| <b>2020</b>                     | -0.7%       | 0%            |
| <b>2019</b>                     | 0%          | 0%            |
| <b>2018</b>                     | -17%        | 0%            |
| <b>2017</b>                     | 33%         | 0%            |

### Proportion of men and women receiving a bonus

| <b>Wrekin</b> | <b>Men</b> | <b>Women</b> |
|---------------|------------|--------------|
| <b>2020</b>   | 96.7%      | 97.6%        |
| <b>2019*</b>  | 52.9%      | 12.7%        |
| <b>2018*</b>  | 2.1%       | 2.8%         |

### Proportion of men and women receiving a bonus

| <b>Choices</b> | <b>Men</b> | <b>Women</b> |
|----------------|------------|--------------|
| <b>2020</b>    | 96.4%      | 97.2%        |
| <b>2019</b>    | 0%         | 0%           |
| <b>2018</b>    | 14.7%      | 16.1%        |
| <b>2017</b>    | 45.6%      | 30.3%        |

## How is pay distributed throughout Wrekin?

We are required to show the split of male and female employees within pay quartiles. These are calculated by splitting the whole workforce into four, equal sized pay bands based on hourly pay. The percentage of men and women is then calculated for each band.

| <b>Wrekin</b> |                       | <b>Men</b> | <b>Women</b> |
|---------------|-----------------------|------------|--------------|
| <b>2020</b>   | Upper Quartile        | 65.5%      | 34.5%        |
|               | Upper Middle Quartile | 50.3%      | 49.7%        |
|               | Lower Middle Quartile | 42.4%      | 57.6%        |
|               | Lower Quartile        | 41.5%      | 58.5%        |
| <b>2019*</b>  | Upper Quartile        | 57.5%      | 42.5%        |
|               | Upper Middle Quartile | 54.5%      | 45.5%        |
|               | Lower Middle Quartile | 47.8%      | 52.2%        |
|               | Lower Quartile        | 46.3%      | 53.7%        |
| <b>2018*</b>  | Upper Quartile        | 56.4%      | 43.6%        |
|               | Upper Middle Quartile | 57.1%      | 42.9%        |
|               | Lower Middle Quartile | 44.7%      | 55.3%        |
|               | Lower Quartile        | 55.3%      | 44.7%        |
| <b>2017*</b>  | Upper Quartile        | 56.3%      | 43.7%        |
|               | Upper Middle Quartile | 55.6%      | 44.4%        |
|               | Lower Middle Quartile | 42.5%      | 57.5%        |
|               | Lower Quartile        | 50%        | 50%          |

| <b>Choices</b> |                       | <b>Men</b> | <b>Women</b> |
|----------------|-----------------------|------------|--------------|
| <b>2020</b>    | Upper Quartile        | 15.3%      | 84.7%        |
|                | Upper Middle Quartile | 9.9%       | 90.1%        |
|                | Lower Middle Quartile | 15.5%      | 84.5%        |
|                | Lower Quartile        | 10%        | 90%          |
| <b>2019</b>    | Upper Quartile        | 13.6%      | 42.5%        |
|                | Upper Middle Quartile | 16.8%      | 83.2%        |
|                | Lower Middle Quartile | 10.4%      | 89.6%        |
|                | Lower Quartile        | 16.1%      | 83.9%        |
| <b>2018</b>    | Upper Quartile        | 12.3%      | 87.7%        |
|                | Upper Middle Quartile | 13.8%      | 86.2%        |
|                | Lower Middle Quartile | 11.6%      | 88.4%        |
|                | Lower Quartile        | 16.7%      | 83.3%        |
| <b>2017</b>    | Upper Quartile        | 15.6%      | 84.4%        |
|                | Upper Middle Quartile | 15.6%      | 84.4%        |
|                | Lower Middle Quartile | 18.8%      | 81.2%        |
|                | Lower Quartile        | 11.8%      | 88.2%        |

## Why do we have a gender pay gap?

### Wrekin

As of 5 April 2020, Wrekin employed 659 people, of those, 329 (50%) were men. The organisation grew by approximately 19% in the preceding twelve-month period as a number of partner organisations joined. This saw the proportion of female employees decrease by 1.5%, and the proportion of male employees increase by 1.5%.

Analysing the pay quartiles, we can see that these structural changes and growth have increased the proportion of male employees in the higher pay quartiles. It has also led to an increase in the proportion of female employees within the lower pay quartiles compared with data from previous years.

This explains why Wrekin saw an increase in our gender pay gap in comparison to previous years.

### Choices

As of 5 April 2020, Choices employed 442 people, of those 56 (13%) were men. The mean gender pay gap changed to 0.8%, a marginal pay gap in favour of male employees whilst the median gap remained at 0%.

This movement from a previously marginal pay gap in favour of our female employees corresponds to our organisation reducing by approximately 20%, and an increase in the proportion of men in the upper quartile band by 3%.

We are confident that men and women are paid equally for doing equivalent jobs across Choices and this is supported by such a small gender pay gap.

## Tackling the gender pay gap

We are confident that men and women are paid equally for doing equivalent jobs across Wrekin. However, there are many factors that contribute towards a gender pay gap, these originate from the wider education and employment landscapes as well as factors within any workforce.

The structural growth of The Wrekin Housing Group has seen the gender pay gap increase in comparison to previous years.

We also know that occupational segregation is a factor; we have a predominately male workforce within our maintenance and repairs services. The care sector in which we operate has a high number of female employees.

Tackling the gender pay gap will require a long-term, sustained approach and we understand that the gender balance within our service areas won't change overnight. Our gender pay gap shows we need to focus on eliminating barriers for our people and to understand the challenges we face so we can create a diverse and inclusive culture.

We are refining our Equality, Diversity and Inclusion actions and developing our strategy in this area so that we can consider actions which will result in our gender pay gap reducing.

We are committed to narrowing the gap and ensuring that barriers to women's progression are removed. The agile ways of working that have come to fruition during the Covid pandemic has shown that our employees can work successfully remotely. We will ensure that the positive lessons learnt are not lost moving forward and we will continue to support the work to eliminate barriers for all of our employees.



**Wayne Gethings**

Group Chief Executive