



Gender pay gap report

2023

The Wrekin
Housing Group

Introduction

At Wrekin our vision is to 'make a difference to people's lives'. This applies equally to our colleagues and customers and is aligned with our commitment to be a fair and trusted employer. Our ambition is to create a workplace where contribution is valued and there is opportunity for all to develop and grow.

It is essential that we attract and retain the very best talent by rewarding our colleagues in a fair and transparent way. That's why this year, as well as reporting our gender pay gap, we have also voluntarily reported our ethnicity pay gap for the first time. We are committed to understanding and reducing our pay gap to ensure increased inclusion and equal progression of our colleagues - regardless of gender or ethnicity.

Our structure means we are required to report on each section with more than 250 colleagues separately. Our report shows our gender and ethnicity pay gap in both The Wrekin Housing Group and our subsidiary Choices Housing Association Limited.

We are pleased to report that The Wrekin Housing Group's median gender pay gap has reduced by 3.7% since our last report. This is because we have seen more females move into the upper pay quartile this year compared with last year. Overall, our median pay gap has shrunk by more than 10% since we began reporting as The Wrekin Housing Group in 2020. For Choices Housing Association Limited, our median pay gap has remained stable at -0.05%.

Within the Wrekin Housing Group, whilst we have an almost even split of men and women in our senior management roles, the average hourly rate is higher for males than it is for females. In addition, the upper and upper middle pay quartiles are still dominated by men. These roles are mainly within our maintenance and repairs services, two areas where more work is needed nationally to improve both representation and diversity. Similarly, the care sector within which Choices Housing Association operates has a disproportionately high number of female colleagues. Our Gender Pay Gap compares favorably with other organisations in our sector. Our median pay gap is also lower than the national average - which is at 14.3% for 2023*

Tackling the gender pay gap requires a long-term, sustainable approach and we are committed to eliminating barriers for our people so we can create a diverse and inclusive culture.



Wayne Gethings
Group Chief Executive

* [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

The Wrekin Housing Group
Median gender pay gap

6.02%



Choices Housing Association
Median gender pay gap

-0.05%





Gender pay gap

The Wrekin Housing Group

Median gender pay gap

6.02%

The median figure separates the higher figures from the lower figures and is a more accurate reflection of the pay gap.

Reduced by
3.70%

since 2022



Mean gender pay gap

8.08%

The mean figure represents average salaries and can be skewed by a small number of extremely high or low values.

Increased by
1.48%

since 2022



Gender distribution

Gender split across The Wrekin Housing Group is relatively even, with male colleagues making up 50.8% of our workforce and female colleagues making up 49.2%.

Gender distribution within each pay quartile

Lower quartile

Male **46.1%**

Female **53.9%**

Lower middle quartile

Male **40.6%**

Female **59.4%**

Upper middle quartile

Male **59.0%**

Female **41.0%**

Upper quartile

Male **57.2%**

Female **42.8%**



Gender pay gap

Choices Housing Association

Median gender pay gap

-0.05% Remained stable compared with **0.00%** last year
In favour of women

The median figure separates the higher figures from the lower figures and is a more accurate reflection of the pay gap.



Mean gender pay gap

-3.14% Remained stable compared with **-3.2%** last year
In favour of women

The mean figure represents average salaries and can be skewed by a small number of extremely high or low values.



Gender distribution

The large majority of the workforce in Choices Housing Association is female at 89.8%, with male colleagues making up just 10.2%.

Gender distribution within each pay quartile

Lower quartile



Upper middle quartile



Lower middle quartile



Upper quartile





Ethnic minority pay gap

| The Wrekin Housing Group | | Choices Housing Association | |
|--------------------------|--------------|-----------------------------|--------------|
| Median pay gap | Mean pay gap | Median pay gap | Mean pay gap |
| 9% | 8.2% | -1.4% | -2.6% |

We are pleased that the ethnicity of our contracted workforce is broadly in line with our geographical region and tenant population. However, the distribution of ethnic minority colleagues across the workforce explains the pay gap. At the Wrekin Housing Group, there is a larger proportion of ethnic minority colleagues in the lower pay quartile. Whereas, in Choices Housing Association Limited there is a larger proportion of ethnic minority colleagues in the upper pay quartile.



Gender bonus gap

Although we do not operate a staff bonus scheme in either Choices or The Wrekin Housing Group, we are required to report on any bonuses which were paid during the reporting period even where these were discretionary. Between April 2022 and April 2023, some discretionary bonuses were paid to staff in recognition for their work during the pandemic. We have included this data to comply with our reporting requirements, noting that this is related to a small proportion of employees and is not necessarily a representative sample of our wider workforce.

In The Wrekin Housing Group, the median bonus gap is 44.5% and the mean bonus gap is 21.1%. Men receiving a bonus was 0.3% and women receiving a bonus was 1.5%.

In Choices Housing Association, the median bonus gap is 0% and the mean bonus gap is -26.9%. Men receiving a bonus was 78.6% and women receiving a bonus was 67.6%.



Our plans

We have identified a number of actions that we will take over the next 12 months to support the reduction of our gender and ethnicity pay gaps:

-  1 Sharing the results and findings with our Wrekin Allies Network Group and holding focus groups to explore barriers to promotion amongst females and ethnic minority colleagues.
-  2 We will shape a talent management strategy for 24/25 which focuses on improving opportunity for female and ethnic minority colleagues to reach their full potential.
-  3 We will continue to analyse diversity data within our organisational hierarchies, utilising talent mapping and succession planning tools to bridge our gaps.
-  4 When recruiting, we will identify opportunities for positive action to encourage under-represented groups and more females into senior and technical specialist roles.
-  5 We will look to launch diverse recruitment panels for management and senior posts.
-  6 As well as reviewing our recruitment processes to improve accessibility and guard against bias, we will implement an applicant tracking system to enable us to track and monitor diversity through each stage of the recruitment process.
-  7 We will evolve our reporting to include other protected characteristics and to develop a deeper understanding about the make up of our organisation. Having already conducted analysis on social mobility, we will continue our collaborative work with our partner, the Housing Diversity Network to help shape and influence our equality, diversity and inclusion action plans

