

Gender pay gap report 2024

For the year ended 31 March 2024



The Wrekin
Housing Group

Introduction

At The Wrekin Housing Group, our vision is simple: to “make a difference to people’s lives.” This goal guides everything we do - not just for our customers, but for our colleagues too. We’re committed to being a fair and trusted employer, ensuring that everyone feels valued and has the opportunity to grow and develop their career with us.

Last year, we took an important step forward by publishing our ethnicity pay gap for the first time. This year, we’re proud to have voluntarily published our first disability pay gap as part of our ongoing commitment to equality, diversity, and inclusion. By understanding our pay gaps, we can work to ensure fair progression for all our colleagues, regardless of gender, ethnicity, or disability.

Due to our organisational structure, we report separately on areas of the business with more than 250 colleagues. This report covers the pay gaps for The Wrekin Housing Group as a whole and for our subsidiary, Choices Housing Association Limited.

For The Wrekin Housing Group, our median gender pay gap is 12.93%, an increase of 6.91% compared to last year. This change is largely the result of a salary benchmarking exercise to ensure our pay reflects market rates. The increases primarily benefited our Trades team, where most of the workforce are male. Despite this, our overall gender balance remains relatively even, with 54% male and 46% female colleagues.

At Choices Housing Association, we’re delighted to report a median gender pay gap of 0.00%, showing complete pay equity across the Choices workforce. This has remained stable from last year when the gap slightly favoured women at -0.05%. The Choices team continues to be predominantly female (86%), which reflects the care sector’s workforce, but we’re pleased to see male representation rise from 10.2% last year to 14% this year.

We’re committed to addressing any barriers to opportunity or progression, and this report outlines the actions we’re taking to reduce our diversity pay gaps. Looking ahead to 2025, our upcoming merger with The Housing Plus Group will allow us to combine efforts and focus on creating a truly diverse and inclusive culture for all our colleagues.



Wayne Gethings
Group Chief Executive

The Wrekin Housing Group
Median gender pay gap

12.93%



Choices Housing Association
Median gender pay gap

0.00%





Gender pay gap

The Wrekin Housing Group

Median gender pay gap

12.93%

Increased by
6.91%

The median figure minimises the effect that higher or lower outlier figures can have and is a more accurate reflection of the pay gap.

▲
since 2023



Mean gender pay gap

7.67%

Decreased by
0.41%

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

▼ ✓
since 2023

Gender distribution

Gender split across The Wrekin Housing Group is relatively even, with male colleagues making up 54% of our workforce and female colleagues making up 46%.

Gender distribution within each pay quartile

Lower quartile

Male **52.7%**

Female **47.3%**

Upper middle quartile

Male **69.2%**

Female **30.8%**

Lower middle quartile

Male **32.5%**

Female **67.5%**

Upper quartile

Male **61.9%**

Female **38.1%**



Gender pay gap

Choices Housing Association

Median gender pay gap

0.00% Remained stable compared with **-0.05%** last year (in favour of women)

No pay gap

The median figure minimises the effect that higher or lower outlier figures can have and is a more accurate reflection of the pay gap.



Mean gender pay gap

-2.02% In favour of women

Decreased by **1.12%**

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



since 2023

Gender distribution

The large majority of the workforce in Choices Housing Association is female at 86%, with male colleagues making up just 14%. However, this is compared to male colleagues representing only 10.2% of the workforce in 2023.

Gender distribution within each pay quartile

Lower quartile

Male **16.0%**

Female **84.0%**

Upper middle quartile

Male **12.3%**

Female **87.7%**

Lower middle quartile

Male **11.3%**

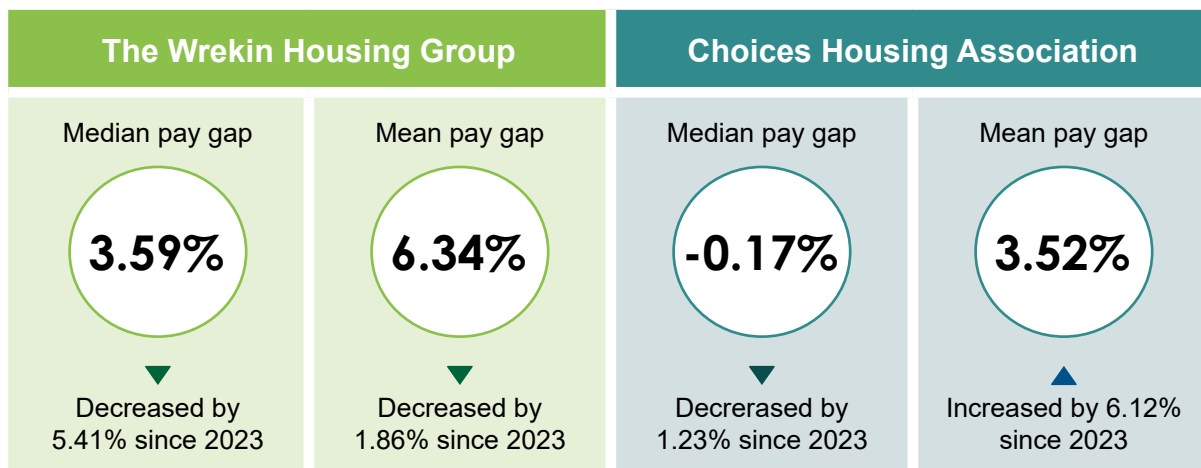
Female **88.7%**

Upper quartile

Male **15.0%**

Female **85.0%**

Ethnicity pay gap

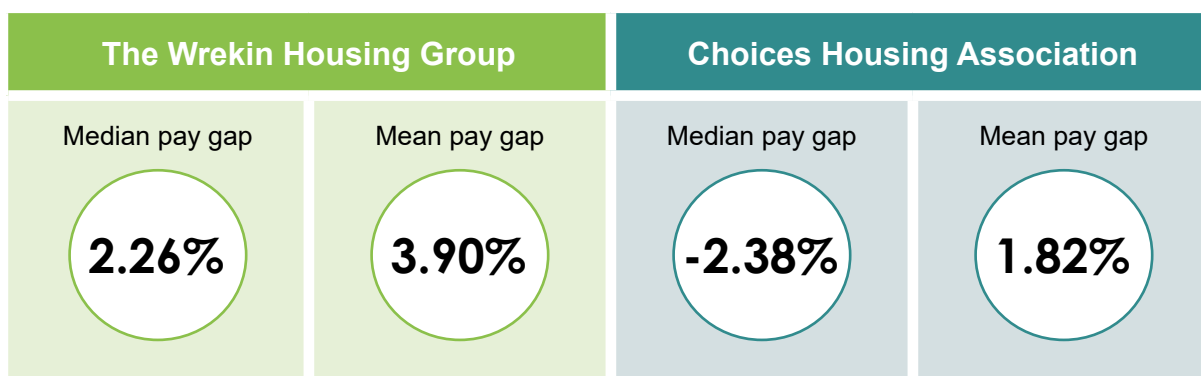


We're pleased to share our ethnicity pay gap data for the second year running. The ethnicity of our workforce continues to reflect the diversity of our geographical region and tenant population.

At The Wrekin Housing Group, the pay gap can largely be explained by the distribution of ethnic minority colleagues across the workforce. A higher proportion of ethnic minority colleagues are in the lower pay quartile, which influences the overall gap.

In contrast, at Choices Housing Association Ltd, there's a higher proportion of ethnic minority colleagues in management roles, placing them in the upper pay quartile when calculating the pay gap. However, it's worth noting that "Casual" contract roles, which have the lowest average hourly rate of pay, include the highest proportion of ethnic minority colleagues.

Disability pay gap



For the first time, we are reporting our disability pay gap as part of our ongoing commitment to equality, diversity, and inclusion. These figures are based on data from colleagues who have declared a disability compared to those who have not or where no data has been provided.

At The Wrekin Housing Group, we see an almost even spread of colleagues with declared disabilities

across most pay quartiles. However, there is a higher proportion of colleagues with declared disabilities in the lower mid pay quartile.

At Choices Housing Association, colleagues with declared disabilities are evenly distributed across all pay quartiles, reflecting a balanced representation.



Gender bonus gap

Although neither Choices Housing Association or The Wrekin Housing Group operates a staff bonus scheme, we are required to report on any bonuses paid and the resulting bonus pay gap. Between April 2023 and April 2024, no discretionary bonuses were paid to employees. As a result, there is no gender bonus pay gap to report for either organisation.



Our progress so far

We've made significant strides over the past year, including:

- **Revising our recruitment policy and procedures:** We've introduced diverse recruitment panels for management and senior management roles.
- **Implementing a new applicant tracking system:** This system allows us to effectively report on diversity throughout the recruitment and selection process.
- **Engaging with our Wrekin Allies Network Group:** We've shared our gender and ethnicity pay gap reports with the group and are collaborating with them to shape our talent management strategy.
- **Supporting women in leadership:** We've enrolled a colleague in the 'Raise the Bar' Women in Leadership Programme (funded by the apprenticeship levy) and are evaluating its success ahead of a broader roll-out.
- **Launching a new digital learning platform:** This has made learning and development opportunities more accessible to all colleagues.
- **Expanding our EDI reporting:** We've included additional protected characteristics and published our first disability pay gap report.
- **Achieving recognition for equality and diversity:** We received an accredited award from the Housing Diversity Network, with distinctions in eight areas of good practice.



Our plans for the year ahead

As we prepare to merge with the Housing Plus Group, we are committed to building on this progress and working closely with the Housing Diversity Network to deliver the following action plans, ensuring equality, diversity, and inclusion remain at the heart of everything we do:

1

Combining EDI data: We'll create a comprehensive view of the diversity across our newly merged organisation.



2

Developing new strategies: Using this enhanced data, we will create updated People and Equality, Diversity, and Inclusion strategies.



3

Expanding talent management: We'll implement tailored development programmes to help female and ethnic minority colleagues reach their full potential.



4

Becoming an employer of choice: We aim to attract under-represented groups and encourage more women into senior and technical specialist roles.



5

Enhancing our reward offering: We'll continue to review and harmonise our terms and conditions to ensure our colleagues feel appropriately rewarded and valued.

