



**GENDER PAY GAP
REPORT**

5 April 2022

The Wrekin
Housing Group

Introduction

At Wrekin our vision is to ‘make a difference to people’s lives’ this applies equally to our employees as to our customers and is aligned with our commitment to be a fair and trusted employer – a key pillar in our current corporate strategy.

To make a real difference it is essential that we attract and retain the very best talent by rewarding our employees in a fair and transparent way.

We are committed to understanding and reducing our pay gap to ensure increased inclusion and equal progression of our employees regardless of gender and to ensure that we attract the very best talent. It is clear though that closing the pay gap is not an easy fix. Our data analysis highlights how minor staff change throughout a year, especially in higher paid jobs, causes variations in our year on year gender pay gap. To sustain greater balance in the distribution of women and men across our organisation will take time.

Reporting our gender pay gap highlights our responsibility as an employer to drive change within our organisation to ensure that we tackle the disparity of pay between men and women.

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 are 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 2022 below. We have also included previous data for comparison purposes.

During the 2019/2020 period, the structure of Wrekin changed as partner organisations came together to form The Wrekin Housing Group. Prior to this date only the partners The Wrekin Housing Trust and Choices Housing Association had to report their gender pay gap.

Due to the way we are now structured, we are required to report on each of our employing entities with more than 250 colleagues separately. Therefore, we have to report on The Wrekin Housing Group and our subsidiary Choices Housing Association separately. This information is separated and available here.

The Wrekin Housing Group Gender Pay Gap	Mean	Median
2022	6.6%	9.72%
2021	8.6%	12.7%
2020	12.7%	16.07%
2019*	10.8%	1.85%
2018*	7.4%	1.75%
2017*	8.3%	1.79%

*For consistency of comparison, data prior to April 2020 was related to the entity The Wrekin Housing Trust only.

Choices Gender Pay Gap	Mean	Median
2022	-3.2%	0%
2021	-2.9%	0%
2020	0.8%	0%
2019	-1.7%	0%
2018	-1.8%	0%
2017	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.

At Wrekin our mean hourly pay gap is 6.6% and our median hourly pay gap is 9.72%. Both figures have declined since the last report.

At Choices our mean hourly pay gap is -3.2% and our median hourly pay gap is 0%. We are delighted that we have sustained our zero-pay gap at the median. At the mean (average) we have seen a slight increase on pay disparity as men are paid, on average 96.8 pence for every £1 a woman is paid at Choices.

What is our bonus pay gap?

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

The mean bonus pay gap is the difference in average bonuses between male and female colleagues, calculated from those who received a bonus in the year.

The median bonus pay gap is calculated by ordering from lowest to highest, the bonuses for each male colleague who received a bonus and separately, the bonuses for each female colleague who received a bonus and comparing the middle value of each.

The Wrekin Housing Group Gender Bonus gap	Mean	Median
2022	21.1%	44.53%
2021	-6.9%	0%
2020	15%	0%
2019*	3.5%	-20.60%
2018*	39.8%	46.13%
2017*	11.7%	29.21%

*For consistency of comparison, data prior to April 2020 was related to the entity The Wrekin Housing Trust only

Choices Gender bonus gap	Mean	Median
2022	-19.5%	0%
2021	-17.6%	0%
2020	-0.7%	0%
2019	0%	0%
2018	-17%	0%
2017	33%	0%

For this reporting period the mean and median bonus pay gap for The Wrekin Housing Group has increased. There were six people across the organisation who received a bonus and five of these were female. However, the one man who received a bonus, received a larger bonus than the mean average of the five women.

At Choices the proportion of men and women receiving a bonus is comparable. However, the mean bonus pay gap has increased in favour of women.

Proportion of men and women receiving bonus pay

The Wrekin Housing Group	Men	Women
2022	0.3%	1.6%
2021	97.6%	96.9%
2020	96.3%	96.5%
2019*	52.9%	12.7%
2018*	2.1%	2.8%
2017*	2.9%	3.8%

*For consistency of comparison, data prior to April 2020 was related to the entity The Wrekin Housing Trust only

Choices	Men	Women
2022	93.8%	93.6%
2021	59%	69.4%
2020	96.4%	97.2%
2019	0%	0%
2018	14.7%	16.1%
2017	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.

Wrekin		Men	Women
2022	Upper Quartile	59.1%	40.9%
	Upper Middle Quartile	60.4%	39.6%
	Lower Middle Quartile	39%	61%
	Lower Quartile	52.1%	47.9%

2021	Upper Quartile	63.0%	37.0%
	Upper Middle Quartile	54.0%	46.0%
	Lower Middle Quartile	39.0%	61.0%
	Lower Quartile	47.0%	53.0%

2020	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%

2019*	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%

2018*	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%

2017*	Upper Quartile	56.3%	43.7%
	Upper Middle Quartile	55.6%	44.4%
	Lower Middle Quartile	42.5%	57.5%
	Lower Quartile	50%	50%

*For consistency of comparison, data prior to April 2020 was related to the entity The Wrekin Housing Trust only

Choices		Men	Women
2022	Upper Quartile	6.6%	93.4%
	Upper Middle Quartile	18.9%	81.1%
	Lower Middle Quartile	7.5%	92.5%
	Lower Quartile	12.3%	87.7%

2021	Upper Quartile	6.7%	93.3%
	Upper Middle Quartile	16.7%	83.3%
	Lower Middle Quartile	8.9%	91.1%
	Lower Quartile	11.2%	88.8%

2020	Upper Quartile	15.3%	86.4%
	Upper Middle Quartile	9.9%	90.1%
	Lower Middle Quartile	15.5%	84.5%
	Lower Quartile	10%	90%

2019	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%

2018	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%

2017	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 2022, Wrekin employed 655 people, of those, 345 (52.7%) were men. This year has been a stable period in terms of growth, however the proportion of men employed by Wrekin has increased by just over 1%.

Analysing the pay quartiles, we can see that whilst we have recruited a slightly higher proportion of men overall, the proportion of women has increased in the upper quartile pay range and decreased within the lower pay quartile compared with data from the previous year.

This explains why Wrekin has seen a decrease in our gender pay gap in comparison to last year.

Choices

As of 5 April 2022, Choices employed 424 people, of those 48 (11.3%) were men. This is a comparable proportion with the previous reporting period where men made up 11% of the workforce. The median gap remains at 0% but we have seen the mean pay gap expand slightly to -3.2%. This can be explained by the fact that the number of men within the lower quartile pay band has increased slightly.

We are confident that men and women are paid equally for doing equivalent jobs across Choices and this is supported by no gender pay gap at the median and a small gender pay gap in favour of women at the mean.

Tackling the gender pay gap

We are confident that men and women are paid equally for doing equivalent jobs across The Wrekin Housing Group. 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.

We 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. For these reasons, tackling the gender pay gap will require a long-term, sustained approach and we are committed to eliminating barriers for our people so we can create a diverse and inclusive culture.

We are pleased that our gender pay gap at Wrekin is moving in the right direction and we will maintain our commitment to reducing pay gaps so we can achieve the growth and skill advantages that come from greater inclusion and equal progression. We will do this by:

- Broadening our recruitment strategy to attract and encourage applications from a diverse range of backgrounds, tackling gender bias where roles are dominated by a particular gender.

- Supporting national campaigns to raise awareness of the opportunities available for women in construction and housing.
- Roll out of inclusive recruitment training for managers.
- Improving access to career development, training and internal promotions, supporting all employees with career pathways and widening opportunities for progression.
- Using the apprenticeship levy to develop staff, as well as encouraging a diverse range of applications for entry level roles.
- Enhancing our Equality, Diversity and Inclusion training for managers and staff to help break down barriers within the workplace.
- Reviewing our approach to rewards and benefits.

We are also committed to the continued improvement of workplace flexibility for men and women by:

- Encouraging and maximising the benefits of hybrid and flexible working, so that flexibility is not viewed as a female only benefit.
- Promoting our newly developed family friendly policy which is aimed at increasing access to employment and development opportunities for all those with caring responsibilities.

Sustaining a greater balance in the distribution of women and men across our organisations will take time. Our data shows us how the minor changes in staff, especially in higher-paid roles, can result in changes to our gender pay gap year by year.

We are committed to continuing to narrow the gap and ensuring that gender related barriers to employment and progression are removed. The advantages of hybrid and agile ways of working have been further embedded since the Covid pandemic and groups of our employees continue to work successfully remotely. Our approach enables more flexibility in many roles and we will continue to embrace the positive lessons to enable us to eliminate barriers for all our employees at work.



Wayne Gethings
Group Chief Executive