



**GENDER PAY GAP
REPORT**

5 April 2021

The Wrekin
Housing Group

Introduction

Our vision is to 'make a difference to people's lives' this applies equally to our employees as to our customers this is aligned with our commitment to be an 'employer of choice'.

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 we tackle the disparity of pay between males and females.

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 2021 below. We have also included previous data for comparison purposes.

During the 2019 /2020 period, the structure of Wrekin grew 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 below.

Wrekin Housing Group Gender Pay Gap	Mean	Median
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
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 the Group our mean hourly pay gap is 8.6% and our median hourly pay gap is 12.7%. Both figures have declined since the last report. At Choices our mean hourly pay gap is -2.9% 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 97.1 pence for every £1 a woman is paid.

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.

Wrekin Housing Group Gender Bonus gap	Mean	Median
2021	-6.9%	0%
2020	15%	0%
2019*	3.5%	-20.60%
2018*	39.8%	46.13%

2017*	11.7%	29.21%
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*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
2021	-17.6%	0%
2020	-0.7%	0%
2019	0%	0%
2018	-17%	0%
2017	33%	0%

At the median across The Wrekin Housing Group and Choices we have sustained our bonus pay gap at 0%.

Proportion of men and women receiving bonus pay

Wrekin Housing Group	Men	Women
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
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
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
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 2021, Wrekin employed 653 people, of those, 332 (51%) were men. The organisation has reduced slightly in size by 1% and we have seen a comparative growth within our male employees. The previous reporting period in 2020 we grew by 19% as a number of partner organisations joined. This year has been a stable period in terms of growth.

Analysing the pay quartiles, we can see that whilst in terms of overall numbers we have remained stable the proportion of woman 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 2021, Choices employed 359 people, of those 39 (11%) were men. This is a reduction of male employees who in the previous reportable period made up 13% of the workforce. The median gap remains at 0% but we have seen the mean pay gap expand to -2.9%. This can be explained by the fact that the number of men within the upper quartile pay band has reduced by more than 50%.

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 woman 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.

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 at the Group has moved in the right direction but 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.

Maintaining commitment to reducing pay gaps is critical if we are to achieve the growth and skill advantages that come from greater inclusion and equal progression. We are redefining 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.

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 narrowing the gap and ensuring that barriers to women's progression are removed. The advantages of agile ways of working that have come to fruition during the Covid pandemic has shown that groups of our employees can work successfully remotely. This enables more flexibility in certain roles and we will ensure that these positive lessons are not lost moving forward and we continue to eliminate barriers for all of our employees at work.



Wayne Gethings
Group Chief Executive