**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)

The Wrekin Housing Group Median gender pay gap

6.02%



Choices Housing Association Median gender pay gap

-0.05%



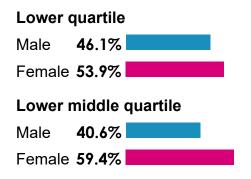
## Gender pay gap The Wrekin Housing Group



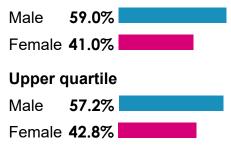
### **Gender distribution**

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



#### Upper middle quartile



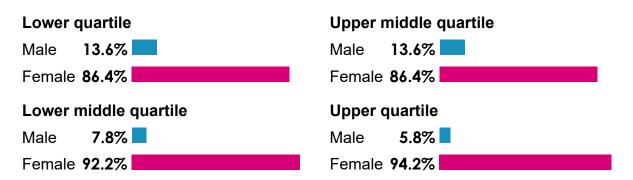
## Gender pay gap Choices Housing Association



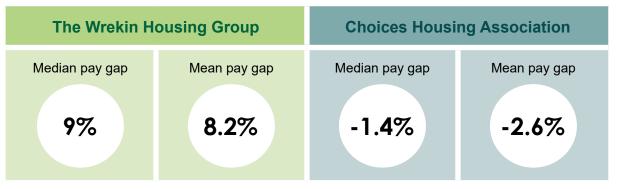
### **Gender distribution**

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



# Ethnic minority pay gap



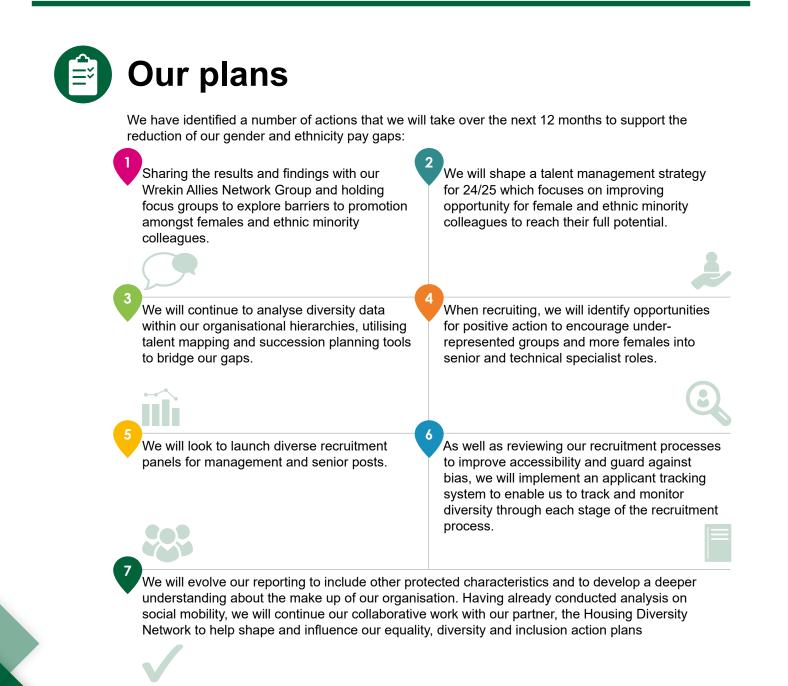
We are pleased that the ethnicity of our contracted workforce is broadly in line with our geographical region and tenant population. However, the distribution of ethnic minority colleagues across the workforce explains the pay gap. At the Wrekin Housing Group, there is a larger proportion of ethnic minority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



The Wrekin Housing Group