

## Gender Pay Gap Report 2018

This document outlines the gender pay gap at The Wrekin Housing Trust

### The Report

From April 2017 the government introduced gender pay gap reporting for all companies with more than 250 employees.

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 report on two measures, the mean and median gender pay gap.

The mean gender pay gap is the difference between the average hourly pay received by men and women across the Trust at 5<sup>th</sup> 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.

### What was the gender pay gap in 2017?

At 5<sup>th</sup> April 2017 the difference in hourly pay between men and women at the Trust was:

Mean            **8.3%**

Median         **1.8%**

### What's our gender pay gap at 5<sup>th</sup> April 2018?

The difference in hourly pay between men and women:

Mean            **7.4%**

Median         **1.75%**

### What's our bonus gap?

The gender bonus gap is the difference between the average bonus received by men and women across the Trust in 2017/18

The proportion of male employees who received a bonus during this period was **2.1%**

The proportion of women employees who received a bonus during this period was **2.8%**

The difference in the annual bonus pay between men and women:

Mean            **39.8%**

Median **46.13%**

### How is pay distributed throughout the Trust?

We are required to show the split of men and women within pay quartiles which 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.

Quartile	Men	Women
Upper	56.4%	43.6%
Upper Middle	57.1%	42.9%
Lower Middle	44.7%	55.3%
Lower	55.3%	44.7%

### Why we have a gender pay gap at the Trust?

Whilst we are confident that men and women are paid equally for doing equivalent jobs across the Trust. There are many factors which cause a gender pay gap, these originate from the wider education and employment landscapes as well as factors within any workforce.

The UK average gender pay gap in 2016 was 9.4% and this fell to 8.6% among full time employees in 2018 (ONS), our mean gender pay gap in April 2017 was 8.3%, when you remove the influence of high and low pay our median gender pay gap at that point was only 1.79%.

In our 2017 report we said that 'Whilst this gap is below average we mustn't be complacent'. We haven't been and the mean and median gap has fallen to 7.4% and 1.75% respectively.

This journey to reduce the pay gap continues, we know from our analysis that age and seniority are factors which influence the gender pay gap. We also realise a factor is occupational segregation; we have a predominately male workforce within our maintenance and repairs services.

Therefore we have introduced a gender pay action plan which has a number of objectives. One of these is striving to improve occupational segregation, we are aware that this will take time and is affected and influenced more widely by the educational and employment landscapes.

As an employer committed to a diverse and inclusive workplace, we ensure that embracing diversity is at the heart of all we do. Our gender pay gap reporting and our actions related to gender pay supports us in monitoring pay and career progression amongst all employees so everyone has an opportunity to fulfil their potential.

A handwritten signature in black ink, appearing to read "W. C. G. S." with a stylized flourish at the end.

**Group Chief Executive**