

# Gender pay gap 2023/24 Supporting statement

Wheatley Homes East  
[www.wheatleyhomes-east.com](http://www.wheatleyhomes-east.com)

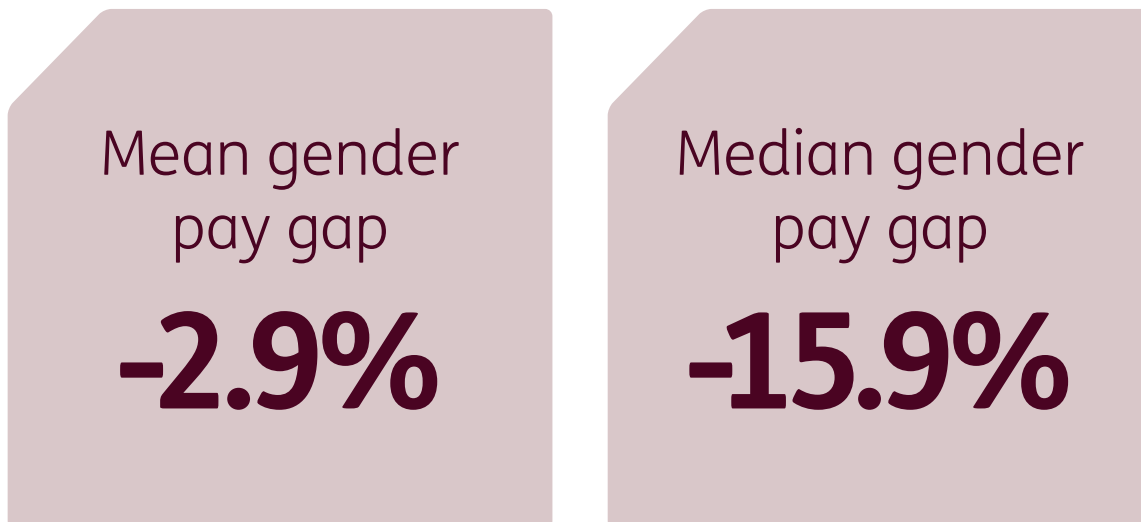


## Gender pay gap 2023/24

All organisations employing over 250 employees are required to publish their gender pay gap figures. The gender pay gap is always expressed as a percentage. It is calculated by working out the difference between the average pay of all employed men and the average pay of all employed women, and dividing that number by the average pay of all employed men. A negative pay gap figure would mean that the average pay of men is lower than the average pay of women.

In Wheatley Homes East, there is a very small mean average pay gap in favour of women, and a larger median average pay gap in favour of women. The difference is due to the distribution of men and women across different levels of seniority within the organisation. Within each job role, men and women are paid the same.

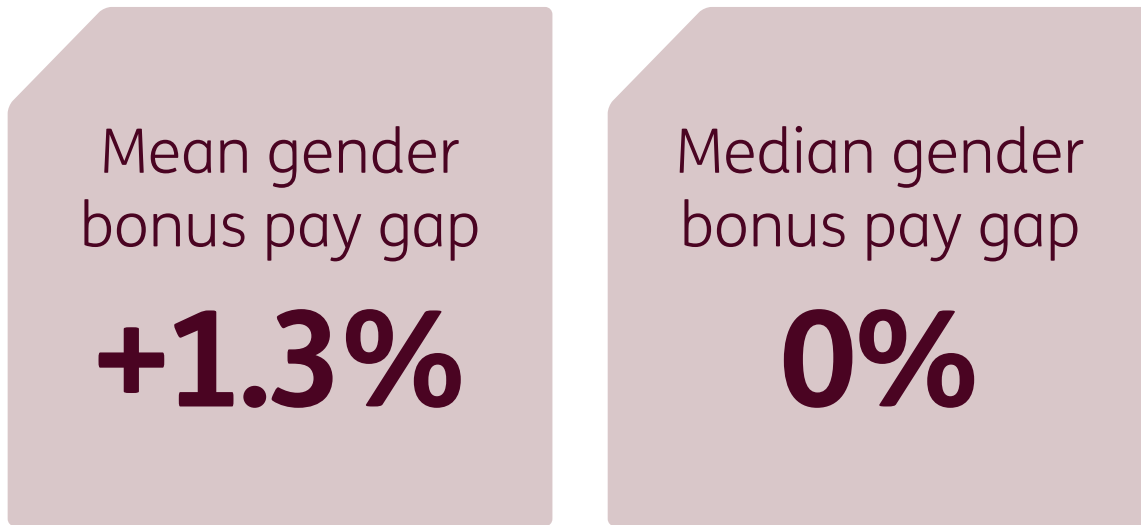
### Difference in average pay



The Mean Pay Gap figure means that adding up total pay and dividing by the number of staff, the average hourly rate for women is 2.9% higher than the average hourly rate for men.

The Median Pay Gap figure means that laying out all employed women together in order of pay and then all employed men together in order of pay and comparing the pay rate in the middle of each list, the median for women is 15.9% higher than the median for men.

## Bonus payments



In relation to one off payments, which are required to be reported under the heading of “Bonus Pay Gap,” Wheatley Homes East made one-off payments to staff as part of the annual pay award. Some of these payments were paid in instalments resulting in partial amounts falling into a different reporting year, which has resulted in the small mean bonus pay gap.

The gender pay gap regulations also require Wheatley Homes East to show the percentage of men and women in receipt of a one off payment. Some staff did not qualify for a payment due to start date.

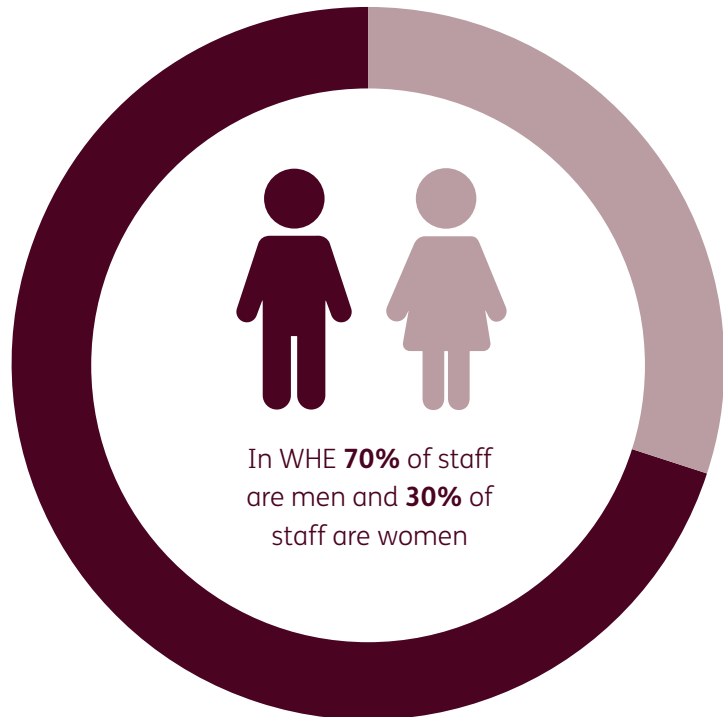
Proportion of staff receiving a bonus:

Men	97.8%
Women	90.8%

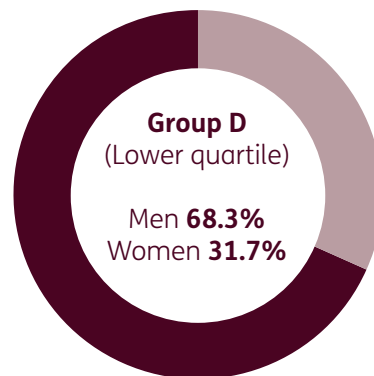
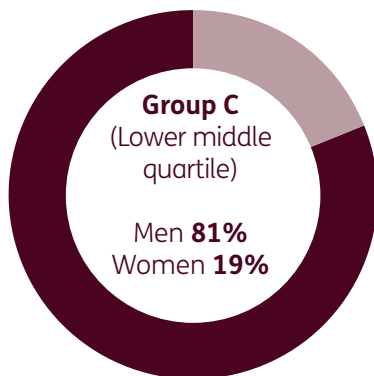
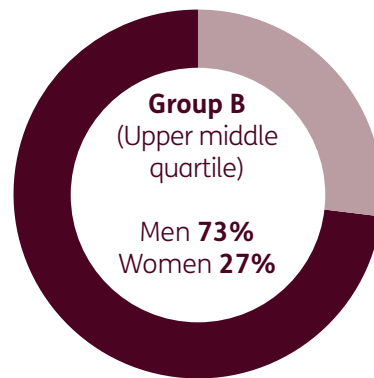
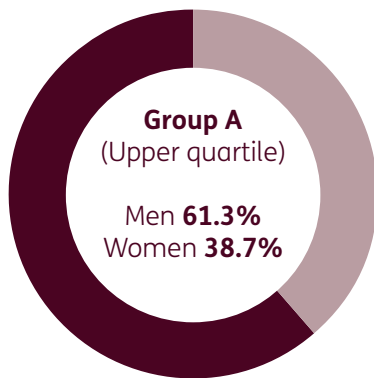
## Our people

In Wheatley Homes East 30% of employees are women and 70% of employees are men.

Pay quarters show the percentage of men and women in four equal sized groups based on their hourly pay.



## Pay quarters



## Pay ranges

In terms of the distribution of earners, there is a higher concentration of women (38.7%) in the upper quartile, which includes senior managers.

We have more middle earning men than women. This is because Wheatley Homes East employs a large proportion of skilled trades staff including qualified electricians, plumbers and joiners. These are professions which have traditionally attracted more men than women. We are conscious of this difference within this group and are working to ensure that we increase the number of women applicants when vacancies arise for these posts in the future. Staff retention is high, therefore we expect changes to the composition of the workforce to happen gradually over time. We also plan to relaunch our trades apprenticeship programme in 2024 and it is our ambition to attract both men and women to apply for this opportunity to join our trades teams and obtain a recognised qualification.

I confirm the information in this statement is accurate.

**Pauline Turnock**  
**Group Director of Finance**

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