

Gender pay gap 2025/26 Supporting statement

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Gender pay gap 2025/26

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 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

Mean gender
pay gap

-4.5%

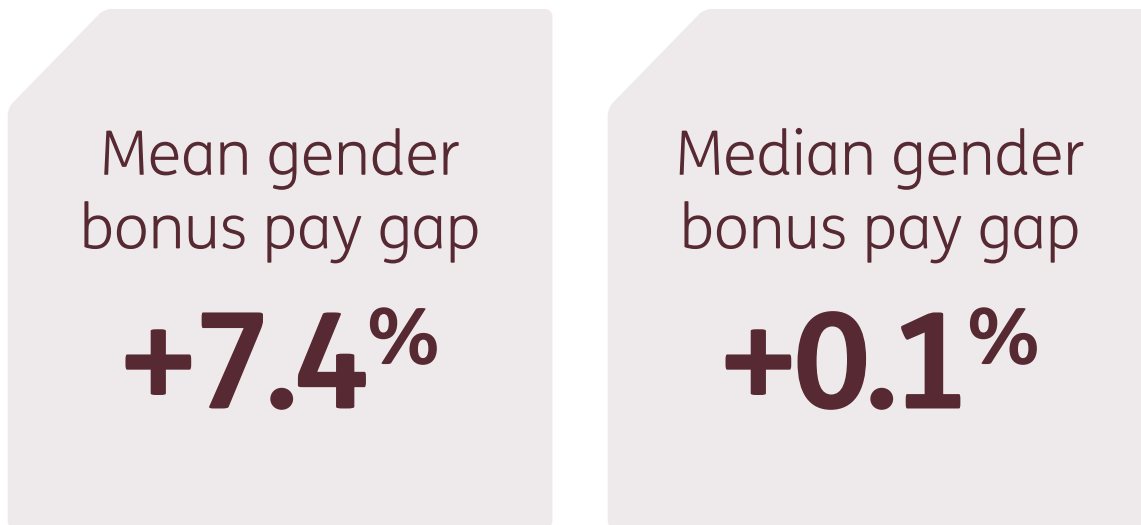
Median gender
pay gap

-16.2%

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 4.5% 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 16.2% 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 payments to employees as part of the annual pay award. The agreement was for staff to receive the same payment after tax.

The mean average bonus pay gap in favour of men is due to the requirement for the amounts before tax to be used to calculate this figure. On average men earned more overtime than women, meaning that the before tax one-off payment figure required to be higher.

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, for example due to start date.

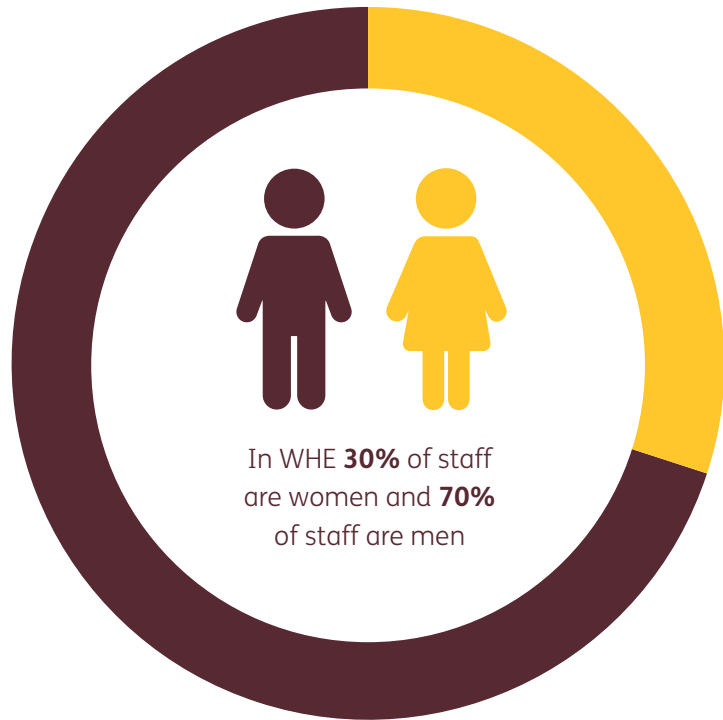
Proportion of staff receiving a bonus:

Women	91.3%
Men	86.7%

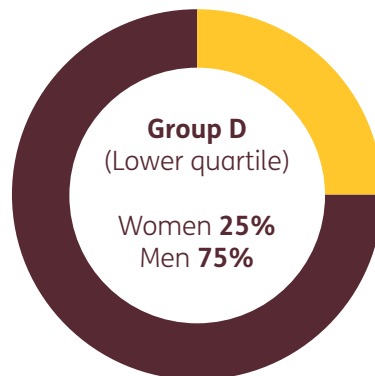
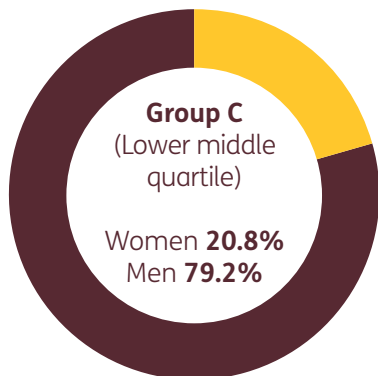
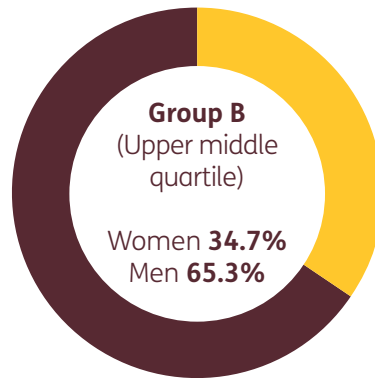
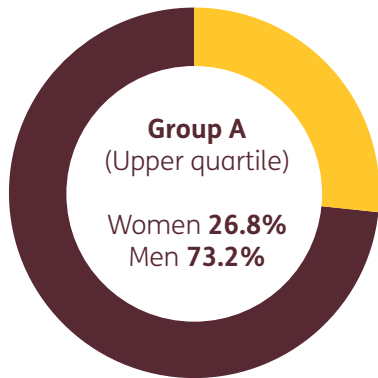
Our people

In Wheatley Homes East 30% of staff are women and 70% of staff 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, the proportion of women in three of the pay quarters is broadly in line with the overall proportion of women employed by the organisation. The upper middle quartile has a larger proportion of women than the other quartiles because there are more women than men working in the role of housing officer, and most of these posts sit within the upper middle quartile.

Overall, Wheatley Homes East employs more men than women. This is because trades roles, such as electricians, plumbers and joiners, make up a significant portion of our workforce. These are professions which have traditionally attracted more men than women. We are conscious of this difference within this group and continue to ensure our approach to recruitment encourages applications from women when vacancies arise for these posts. Staff retention is high therefore we expect changes to the composition of the workforce to happen gradually over time.

I confirm the information in this statement is accurate.

Pauline Turnock
Group Director of Finance

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