

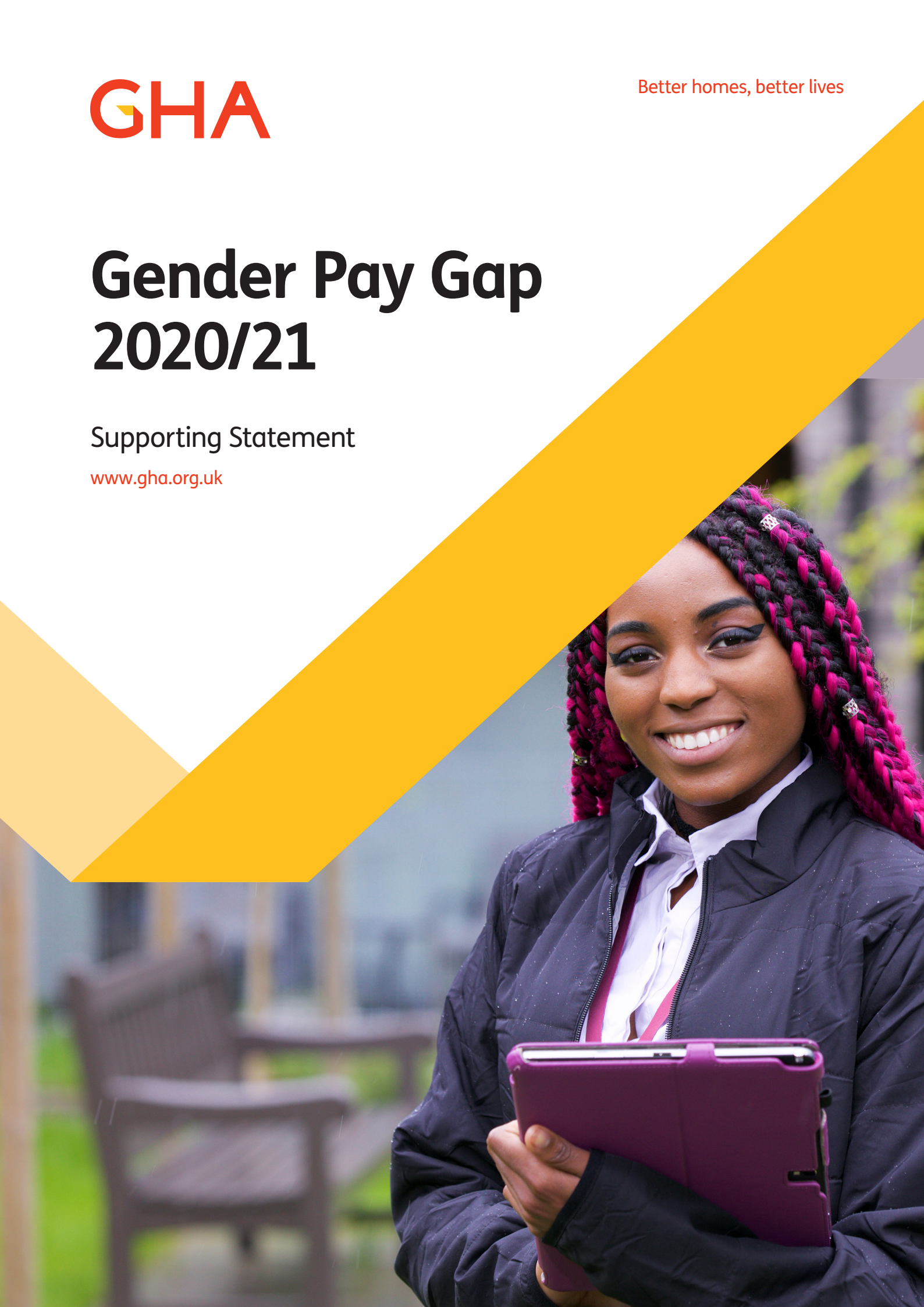


Better homes, better lives

# Gender Pay Gap 2020/21

Supporting Statement

[www.gha.org.uk](http://www.gha.org.uk)



# Gender pay gap supporting statement

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 Glasgow Housing Association, average pay for women is higher than average pay for men. This is due to the distribution of more women in higher paid housing office jobs and more men in lower paid neighbourhood environmental jobs. Within each job role, men and women are paid the same.

## Difference in Average Pay

**-21.7%**

**Mean gender pay gap**

**-52.7%**

**Median gender pay gap**

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 21.7% 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 in order of pay and comparing the pay rate in the middle of each list, the median pay rate for women is 52.7% higher than the median pay rate for men.



# Bonus payments

GHA paid a small number of bonus payments in the 12-month reference period.

Mean Gender Bonus Pay Gap	+53.7%
Median Gender Bonus Pay Gap	+97.5%

This means that the mean average bonus pay for men was 53.7% higher than the mean average bonus for women. The median bonus for men was 97.5% higher than the median bonus for women.

It is important to note that this bonus gap is calculated from an extremely small number of staff who received a bonus payment within the reference period.

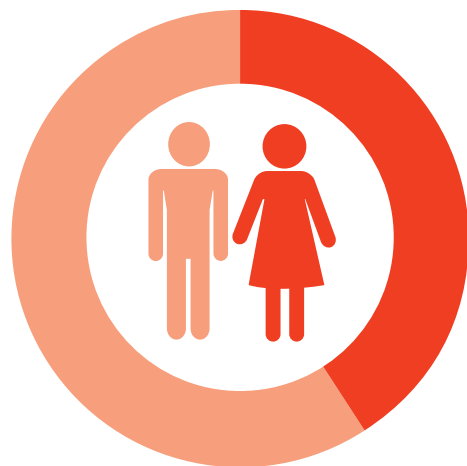
Proportion of staff receiving a bonus:

Women	0.9%
Men	0.4%



# Our people

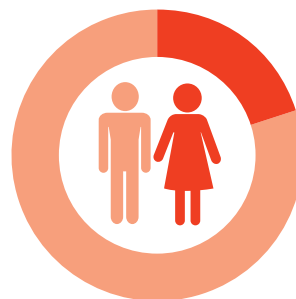
In GHA;  
**59%** of staff are men  
**41%** are women



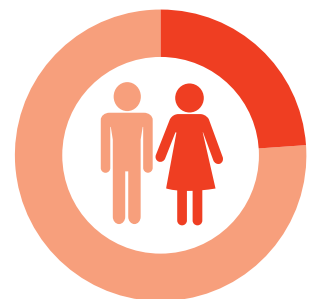
**A**  
Upper  
Men 41.4%  
Women 58.6%



**B**  
Upper middle  
Men 39.2%  
Women 60.8%



**C**  
Lower middle  
Men 79.9%  
Women 20.1%



**D**  
Lower  
Men 76.1%  
Women 23.9%

# Pay ranges

Group A, the 25% of highest paid staff, includes our executive team, heads of departments in our support services and our Locality Housing Directors. We are committed to helping our staff develop and progress their careers. As a result, many of our housing managers, who form part of the top quartile, have been promoted from our teams of Housing Officers where the split is 70% women to 30% men. This is comparable with the UK average, which shows a similar 70.5% / 29.5% distribution for the job of Housing Officer (Source: ONS Annual Population Survey - Employment by occupation by sex Jan2020 – Dec2020).

Housing Officers make up a significant proportion of the upper middle quartile (Group B) of earners. Our family-friendly policies and flexible working options have had an extremely positive impact on our ability to attract and retain women. We recognise we still need to do more to attract men into housing officer positions.

We have high levels of staff retention and do not often need to recruit externally for housing office posts. Our main source of new talent for these roles is our Ignite Graduate programme and Modern Apprenticeship scheme. We monitor diversity in these programmes,

including gender, and aim over time to achieve greater balance among our housing office staff.

Men make up a clear majority in the lower earning 50% of staff (Groups C and D). This is because our Neighbourhood Environmental Operatives are made up of 95.4% men and 4.6% women. These staff provide a range of services including concierge services in our multi-storey blocks, grounds maintenance.

GHA continues to offer training opportunities to those facing long-term unemployment and these schemes have been the main pathway for vacancies in our environmental teams. Our aim to attract more women into these roles is ongoing. Staff retention is again high, so we expect changes to the composition of the workforce to happen gradually over time.

I confirm the information in this statement is accurate.

**Steven Henderson**  
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