



GENDER PAY GAP REPORT

2017



Who we are

WM Housing Group is a not for profit organisation, providing over **30,000 homes** to families across Coventry, Birmingham, Hereford, Worcester and the wider West Midlands. We are also a key housing developer across the region.

Gender pay gap reporting

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires organisations with over 250 employees on 5th April 2017 to publish details of their gender pay gap and gender bonus gap. This is to show any difference between the average earnings of men and women, regardless of role or seniority.

Each organisation is required to publish data regarding their mean and median gender pay gap and gender bonus gap. The mean is the average pay, which is calculated by adding up all pay and dividing by the number of staff. The median is the middle value within pay, which is calculated by ranking all salaries in order from the lowest to highest and identifying the middle number.

In addition organisations are required to publish the percentage gender distribution of staff within the four pay quartiles.

Although the Group is made up of separate legal entities, we operate as one organisation. Our Gender Pay Gap information at 5th April 2017 is therefore combined within this report.

Our gender pay gap

Our mean gender pay gap is **9.73%**. Our median gender pay gap is **7.99%**.

This compares to Office of National Statistics benchmarks of **17.3%** and **18.1%**.

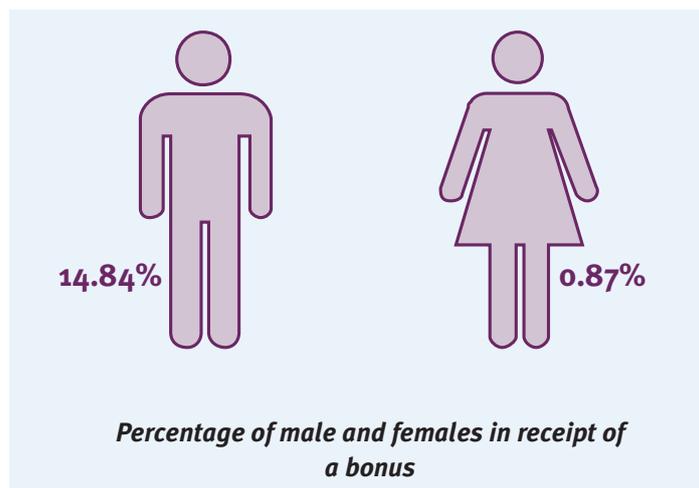
Our gender bonus pay gap

Our mean gender bonus pay gap is **6.6%**. Our median gender pay gap is **29.5%**.

This compares to the Office of National Statistics benchmarks of **71.1%** and **45.4%**.

The only category of staff eligible for a bonus was trade staff responsible for the delivery of property repairs. The level of bonus awarded was of a team nature, based on a basket of performance indicators, with all staff paid the same percentage of salary.

Of the **85** staff in receipt of a bonus, **81** were male.



Our gender distribution by pay quartile



When this is distributed into the four pay quartiles, the percentage split is as follows:

Quartile	% Men	% Female
Top	66.80%	33.20%
Upper Middle	51.04%	48.96%
Lower Middle	52.89%	47.11%
Lower	48.96%	51.04%

This highlights that our most significant gender pay gap is within the upper pay quartile, where more men than women occupy senior positions, particularly within technical roles, such as surveying.

Our Commitment

WM Housing Group is confident in having equal pay for work of equal value. The Group does have a gender pay gap though, due significantly to the unequal distribution of men and women at the top pay quartile. Women are also under represented in technical and trade roles.

We are fully committed to close this gap and ultimately achieve pay neutrality. We recognise this requires a proactive approach to achieve this, with measures in place including:

- Putting diversity and inclusion at the heart of our recruitment and selection process, which actively encourages applications from all sectors of society, particularly for senior and technical roles.
- Utilising gender neutral job evaluation tools to ensure roles are transparently assessed.
- Continually developing our suite of “family friendly” policies, to support staff in managing the work life balance.
- Proactively developing staff from under represented groups to help them reaching their potential. This includes extensive leadership and management development to support progression into senior positions.
- Supporting career progression of staff from represented groups within our Talent Management Programme
- Developing a Group Women Leadership Forum, this provides support and encouragement to women to help them progress their careers.
- Utilise a number of proactive initiatives to encourage women into technical and trade roles.

The Group will continue to build on these to fulfil our commitment to reach complete pay neutrality.