

Gender Pay Gap 2017



Stockport Homes is proud to be an equal opportunities employer and we are committed to the fair treatment and reward of all our staff irrespective of their gender. We work hard to ensure our team have a great work-life balance and every opportunity to develop.



Mean is the average hourly rate of pay and the percentage difference between males and females.



The Mean Gender Pay gap shows a slightly lower hourly rate for women than men.



Median is the middle hourly rate of pay and the percentage difference between males and females.



The difference is 6.4% which is lower than the national average of 18.4% (office of national statistics).

The figures demonstrate a positive position for Stockport Homes; one which is much better than the national gender pay gap. We will however continue to work to narrow this pay gap further and are currently reviewing our approach to more flexible working patterns, progression pathways and an increased focus on attracting more women into trade and technical roles.



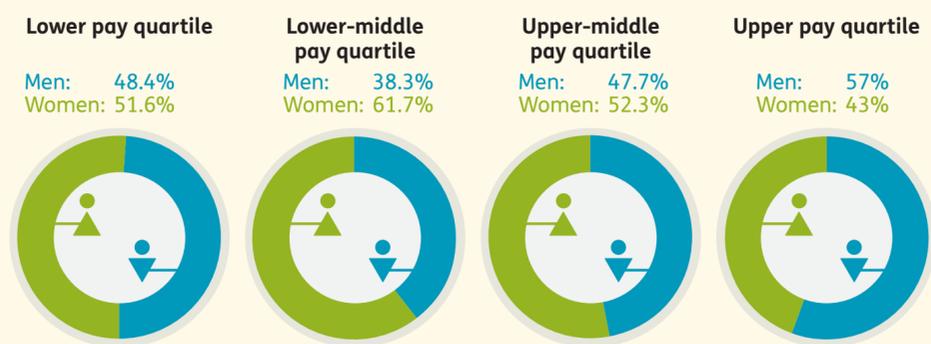
Meet our team



267 WOMEN



245 MEN



Within the upper quartile there are some staff that work for Stockport Homes in trade roles (such as joiners/electricians etc). The roles within this quartile receive allowances for being multi-skilled and available on-call, there are also some technical roles such as surveyors. These staff are male, which is consistent with the National picture for these occupations. This has influenced the gender split for the upper quartile. However, people manager roles in this upper quartile are filled in the main by women.



This review of pay ensures that we as an employer remain committed to building a diverse and inclusive workforce that is reflective of the community and customers that we serve, and offering the same opportunities to all of our staff.

We continue to carefully monitor pay and career progression amongst staff, so that everyone, regardless of gender are fully supported and encouraged to reach their full potential.

Helen McHale,
Chief Executive at Stockport Homes