

Gender Pay Gap 2018



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.



Whilst the figures are promising in that Stockport Homes is much better than the national gender pay gap which stands at 17.9% (office of national statistics), we remain committed to the following actions in order to narrow the gap further;

- more flexible working patterns
- progression pathways, and
- an increased focus on attracting more women into trade and technical roles.



Meet our team



283
WOMEN



244
MEN

Lower pay quartile

Men: 44.7%
Women: 55.3%



Lower-middle pay quartile

Men: 35.9%
Women: 64.1%



Upper-middle pay quartile

Men: 48.5%
Women: 51.5%



Upper pay quartile

Men: 57.3%
Women: 42.7%



There are some trade roles at Stockport Homes which attract payments for working additional hours on a standby / call out basis. These payments are included in the calculation of hourly rate, and as staff in these roles are primarily male (consistent with the national picture for these occupations) this has widened the pay gap. Deductions for childcare vouchers reduce the hourly rate and are paid by significantly more women in the upper quartile. This also contributed to a wider pay gap than anticipated.



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