

Ethnicity Pay Gap 2021



Stockport Homes is proud to be an equal opportunities employer and we are committed to the fair treatment, reward and progression of our staff irrespective of their ethnicity.

Although it is not mandatory to publish an ethnicity pay gap this has been done in the spirit of transparency, and also to learn from this analysis to further improve equality, diversity and inclusion at Stockport Homes.



Mean is the average hourly rate of pay. This gives the median hourly rates, the percentage difference between colleagues who are white British and those who are not.

Colleagues who are from ethnic minorities

£13.87



Colleagues who are White British

£14.77



Median is the middle hourly rate of pay. This gives the median hourly rates, the percentage difference between colleagues who are white British and those who are not.

Colleagues who are from ethnic minorities

£12.36



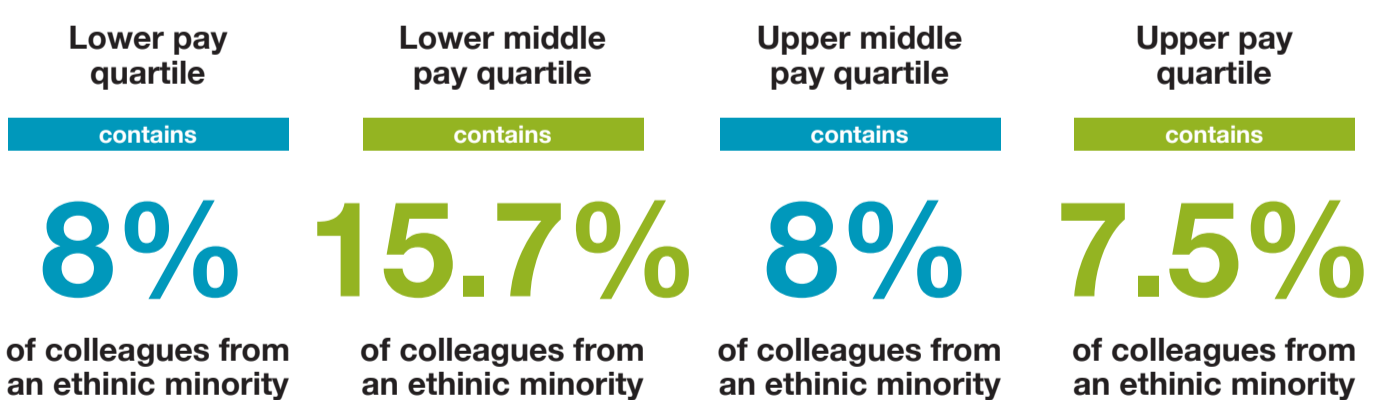
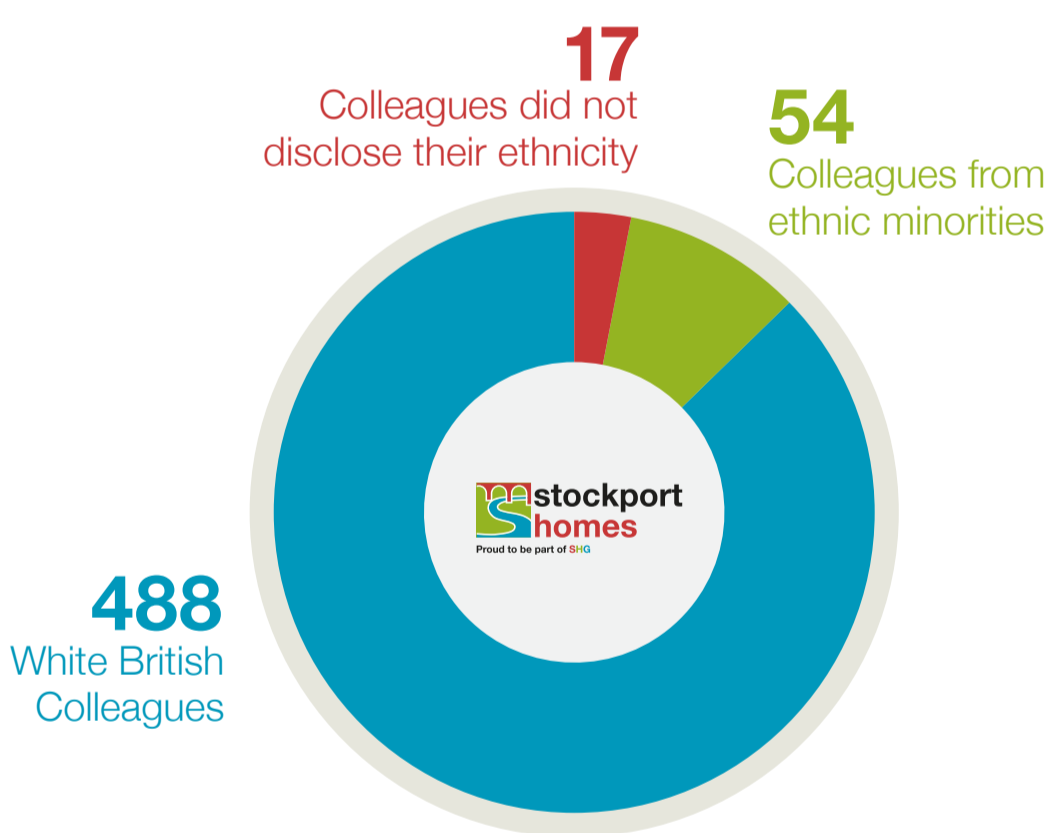
Colleagues who are White British

£13.64



Meet our team

Overall 9.96% of the workforce of Stockport Homes are from an ethnic minority. This compares to 7.9% for the Stockport Community.*



With the exemption of the lower middle pay quartile there is consistent ethnic diversity across all 4 pay quartiles at SHG. It is an aim to actively encourage further inclusion on the SHG Board and also in higher management roles.



Inclusivity is part of the values and culture of Stockport Homes and it is encouraging that overall the ethnic diversity in the workforce compares well to that of our customers.

Stockport Homes are committed to actions to improve this diversity further, and to narrow the ethnicity pay gap. These include improving progression into senior management roles via Progressions Pathways, and encouraging more inclusive recruitment methods such as developing targeted talent pools.

Helen McHale,
Chief Executive at Stockport Homes

* Information from the latest available census data

