

Gender Pay Gap 2020



Stockport Homes is proud to be an equal opportunities employer and we are committed to the fair treatment and reward and progression 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 marginally 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 9.4%. We remain committed to closing the gap and continue to work hard on areas we previously identified that include embedding flexible working in all teams; increasing women in trade and technical roles and implementing progression pathways. We are also exploring further areas that we think could make a difference, and are closely monitoring promotions and pay changes to check for any gender differentiation.



Meet our team



306
WOMEN



253
MEN

Lower pay quartile

Men: 42.9%
Women: 57.1%



Lower-middle pay quartile

Men: 33.6%
Women: 66.4%



Upper-middle pay quartile

Men: 50.7%
Women: 49.3%



Upper pay quartile

Men: 54%
Women: 46%



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