

# Gender Pay Gap 2021



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 median difference is 5.8% (the median is generally recognised nationally as more reflective of the average in this context than the mean).

This is a decrease from last year, i.e. the pay gap has reduced from 9.4% a year ago to 5.8%.

When analysing our pay gap it is apparent that societal trends which influence career choices by gender do continue to impact our workforce profile. However, we remain committed to doing as much as is possible and within our reach as an organisation to offset these external factors and to reduce the pay gap. We are committed going forward to improving representation in any areas of Stockport Homes Group where these external societal trends are most influential. We have recruited several women in the last year into roles that are nationally male dominated and have also committed to set up a colleague group, with Director level sponsorship, to support and champion women in “non-traditional” occupations within our organisation (such as trade, technical or construction roles).



## Meet our team



298  
WOMEN



188  
MEN

### Lower pay quartile

Men: 41%  
Women: 59%



### Lower-middle pay quartile

Men: 32.2%  
Women: 67.8%



### Upper-middle pay quartile

Men: 36.1%  
Women: 63.9%



### Upper pay quartile

Men: 45.5%  
Women: 54.5%



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