

The Wallich Gender Pay Gap Report

We welcome and are supportive of the Government's requirements for large organisations to be more transparent on gender pay. The Wallich's values are of being courageous, determined, authentic, compassionate and based on community. In being so we are committed to ensuring that everyone involved with the organisation has an equality of opportunity where progression is based on talent, not by gender or circumstance.

What is the gender pay gap?

A gender pay gap is the difference in average pay between the men and women in a workplace, expressed relative to men's earning.

It is different to equal pay, which means we must pay men and women the same for equal or similar work. The Wallich has defined role and grades which are in place to ensure there is equality of pay.

It is important to note that having a gender pay gap does not mean that unlawful discrimination is occurring. The majority of organisation's are expected to have a pay gap, for a number of varying reasons, some of which will be due to broader influences such as economic, cultural, societal and educational factors.

Why do we need to report on the pay gap?

As an organisation with more than 250 relevant employees on the snapshot date of 5th April 2018 we are required, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to publish our pay gap report. This data must be published both on the government's website and our own.

What is calculated?

Employers must publish six calculations showing their:

1. Average gender pay gap as a mean average of full-pay relevant employees;
2. Average gender pay gap as a median average of full-pay relevant employees;
3. Average bonus gender pay gap as a mean average of relevant employees;
4. Average bonus gender pay gap as a median average of relevant employees;
5. Proportion of male relevant employees receiving a bonus payment and proportion of female relevant employees receiving a bonus payment;
6. Proportion of male and female full-pay relevant employees when divided into four groups, ordered from lowest to highest pay, referred to as quartiles.

The Wallich Results

Gross Hourly Rate of Pay	Male	Female	Difference
Mean	£ 10.30	£ 10.26	0%
Median	£ 10.00	£ 10.00	0%

The mean difference between what men and women are paid is 0.003883% in favour of men. For the purposes of reporting this figure we're required to round to one decimal point.

The median difference between what males and females are paid is 0%. The hourly rate information is sorted from lowest to highest for males and females and the median is the middle number. This figure illustrates that the typical pay for males and females is the same.

It should be noted when reading this information that salary sacrifices are required to be included in this calculation. Within The Wallich this includes childcare vouchers and the cycle to work scheme. The calculations and analysis are undertaken using the net pay received by staff as per the guidance.

Bonus Pay	Male	Female	Difference
Mean	£ 738.89	£ 888.89	-20.30%
Median	£ 500.00	£ 500.00	0%
Proportion of Relevant Employees who received a Bonus	6.57%	3.57%	

The Wallich does not operate a guaranteed bonus scheme based on individual performance. Instead during the relevant bonus pay period for this report The Wallich issued the following bonuses:

1. Long Service Award for those employees who had completed either 10 years' service (value of £500) or 20 years' service (value of £1000);
2. Bonus for exceptional work and contribution to the organisation.

The median figures for bonus pay gap suggest that there is no minimal difference between the typical value of bonus payments made to male and female relevant employees. The mean figure however suggests that a higher number of women within the organisation received bonus payments in excess of this figure than men did.

The proportion of relevant employees who received a bonus during the relevant pay period does highlight that, proportionately, more males received a bonus than females during this period. However, the explanations with regards to what bonuses have been paid as made above must be taken in to account when considering this figure. Male relevant employees composed just under a third of all employees on this snap shot date, with female relevant employees making up just over two thirds of the organisations' staffing numbers. However, an equal number of men and women, 6 each, received length of service bonus payments in this period. There was no determination as to gender or any other characteristic when awarding any of these bonuses.

Quartile	Quartiles (Gross Hourly Rate of Pay)		Male	Female
1	£0.00 to	£8.60	42.50%	57.50%
2	£8.61 to	£10.00	41.98%	58.02%
3	£10.01 to	£10.93	28.48%	71.52%
4	£10.94 to	£41.03	38.04%	61.96%

In these calculations the hourly rates of pay of full-pay relevant employees are sorted from low to high, then grouped into four quartiles. These figures show what percentage of female and male staff are in each of the four quartiles, and what range of hourly pay these quartiles cover.

Across the full-pay relevant employees within The Wallich on the snap shot date, 64.55% are female and 35.45% are male. If women were distributed evenly across the pay bands we would expect to see 64.55% in each quartile.

These figures show that there is a slight under-representation in quartiles 1, 2 and 4, and a slight over representation in quartile 3.

What has changed since we last reported?

The first Gender Pay Gap report was submitted in April 2018, and referred to a snapshot date of 5th April 2017. This report refers to a snapshot date of 5th April 2018. Between these two snapshot dates there have been a number of changes in the figures we're reporting. It's important to note that as this report refers to the time when we were first digesting the results from the original report, none of the suggested actions we made at the time would have had a chance to impact upon the changes we have seen.

Nevertheless, in general the changes in this year have been positive. Our median pay gap has remained at 0%, and we have closed the mean pay gap from a 7.24% difference in favour of male employees to 0%.

Regarding our bonus pay gaps, again the median pay gap has remained at 0%, but the mean gap has swung from being 1.16% in favour of male employees, to being 20.30% in favour of female employees. This swing is probably too far as ideally we wish to be reporting a 0% pay gap in either direction, although, as explained within the bonus pay gap analysis, this is often influenced by the type of bonuses we pay and will change year on year dependent on the number of people who become eligible for them.

Concerning the quartile date, we are now seeing less female employees engaged in our lower quartile, a change of 69.39% down to 57.50%. Equally we are seeing more female employees engaged in the upper middle and upper quartiles, rising from 70.43% to 71.52% and 59.14% to 61.96% respectively. With regards to the upper quartile this is certainly a positive step, although there remains more work to be done to ensure that this quartile, typically representing management grades and above, continues to move towards accurately reflecting the female / male composition of the organisation.

What can we do to address the gap?

We already know that we are a fair employer, as evidenced by our external validations, such as Investors in People. We set our pay structures, policies, recruitment practices and training without a bias to either gender or any other characteristic. We also promote our policies to assist our male and female staff to have the correct work-life balance and career progression opportunities.

This said there are always ways in which we can look to further close the gap which we are reporting. At this stage these do not differ from the steps we suggested last year. We will continue to ensure we take the following steps:

- Further promote Wallich policies and procedures, such as our Family Friendly policies, which are designed to support individuals to remain in the work place whilst fairly balancing their domestic responsibilities.
- Strive to ensure training events are organised locally across the organisation, and take place predominantly during school hours, to ensure everyone can, as fairly as possible, attend training without the need to take out additional child care.
- Encourage an environment and culture in which attendance at family events is supported, starting with an attitude of “how to say yes” instead of “how to say no”.
- Encourage take up, and increase positive understanding of, flexible working arrangements.
- Launch a manager’s suite of training that has equality and diversity at its heart, ensuring that managers are confident and comfortable supporting staff and understand their obligation with regards to fair recruitment procedures, whilst also aiming to provide a learning opportunity to those non-management staff who wish to start to develop both professionally and personally to enable them to take the step in to management smoothly.
- Further monitor the pay gap over coming years to better understand longitudinal trends, and understand the impact that organisational and wider environmental influencers have on our ability to counter the pay gap.

Supporting Statement

Having followed the guidelines issued by the Government Equalities Office and supporting guidance published by ACAS and the CIPD, we can confirm that the gender pay gap information published by The Wallich is accurate.



Lindsay Cordery-Bruce

Chief Executive Officer