

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 2020 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	£11.18	£11.05	1%
Median	£10.18	£10.18	0%

The mean difference between what men and women are paid is 1% in favour of men, which is a growth in this gap from the 0.003883% that it was when we last reported for the snapshot date of 5th April 2018. This is a trend that we will need to keep an eye on and ensure that when we report for April 2021 that this has not grown further.

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	£437.10	£379.53	13.17%
Median	£250.00	£250.00	0%
Proportion of Relevant Employees who received a Bonus	81.63%	86.72%	

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 to all employees who were employed in November 2019 and had completed at least one full months' employment with The Wallich, to a maximum value of £250 for those who had been employed for the full 12 months between November 2018 and October 2019.
3. Critical retention bonus.

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 men within the organisation received bonus payments in excess of this figure than women did. This has switched from the last time we reported when the opposite was true.

The proportion of relevant employees who received a bonus during the relevant pay period does highlight that, proportionately, more females received a bonus than males during this period. Given that everyone employed in November 2019 received a bonus, these proportions show that come April 2020 we had employed a not insignificant number of new people who had not been in employment when the bonus was paid, with a higher number of new appointees being male than female.

Male relevant employees composed 36.5% of all employees on this snapshot date, with female relevant employees making up 63.5% of the organisations' staffing numbers. However, of the 11 length of service bonus payments in this period, 9 were made to female employees and 2 to male employees. 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	£10.18	41.66%	58.33%
2	£10.18 to	£10.18	36.46%	63.54%
3	£10.18 to	£11.14	33.33%	66.66%
4	£11.14 to	£41.60	39.58%	60.42%

For the quartile 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 snapshot date, 62.76% are female and 37.24% are male. If women were distributed evenly across the pay bands, we would expect to see 62.76% in each quartile.

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

What has changed since we last reported?

Due to the Covid-19 pandemic, no Gender Pay Gap report was issued for April 2019, meaning that there is a two-year gap between the information published in our last report, and in this one. During that time, we have maintained a median 0% gap, which we are very pleased about. However, our mean gap has increased from 0% to 1%. As a comparison however, this had previously decreased from 7.24% to 0%, so although we are not happy that it has increased again, we are reassured that the increase is not a significant one.

Regarding our bonus pay gaps, again the median pay gap has remained at 0%, but the mean gap has swung from being 20.30% in favour of female employees, to being 13.17% in favour of male employees. These constant swings in our mean bonus pay gap are created due to the type of bonuses we pay, with them being heavily influenced by long service awards and the fact that there is no guaranteed annual bonus in place. During this reporting period all employees who worked for The Wallich in November 2019 received a bonus of equal value, although with a pro rata for employees who had been employed for less than a year. However, bonuses were also awarded as a critical retention tool and it is clear from the mean %, that these more heavily favoured male employees than they did female employees.

Concerning the quartile date, there has been a slight increase in the number of female employees in the lower quartile, up to 58.33% from 57.5%. This however still

means male employees are over-represented in this quartile in comparison to the percentage of male and female employees that work at The Wallich. There has been a drop in the number of female employees that make up the upper middle and upper quartiles, dropping from 71.52% to 66.66%, and 61.96% to 60.42% respectively. For the upper middle quartile, this brings the proportion of female employees represented more in line with the organisation's demographics. The upper quartile however moves away from being truly representative, albeit only slightly. We want however to see this trend change and to ensure that female employees are represented correctly across management and senior grades across the organisation.

What can we do to address the gap?

We continue to be a fair employer, as evidenced by our external validations, such as Investors in People, and in general we are happy with the figures we are reporting. 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.

Since April 2020 we have brought in new salary ranges and raised our lowest salaries to ensure that those in the lowest paid roles are earning as a minimum the Real Living Wage. This occurred in April 2021 and so the earliest stage at which this increase will be fully represented in reported data will be for the snapshot date in April 2022.

We have increased our focus on Equality, Diversity and Inclusion, and are currently launching our new ED&I strategy, part of which looks at reducing barriers to employment and ensuring that we are a truly representative organisation across all characteristics, and at all levels.

We have identified that by running our Gender Pay Gap report in line with the submission deadline, we are effectively looking at 12- to 24-month-old data as the snapshot date is 12 months prior to the deadline. This makes influencing the subsequent 12 months problematic as we are effectively through that period whilst drafting recommendations. As such we will look to switch our approach to reporting so that we are submitting our data as soon as we can into the new reporting period. This then will open the ability for us to look at more real time data and effect change in a more instant way.

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
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