

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 2021 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	£12.02	£11.88	1%
Median	£10.96	£10.96	0%

The mean difference between what men and women are paid is 1% in favour of men, which is no change in the gap that we reported for 5th April 2020 and means that the gap is not growing.

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	£666.67	£562.50	15.6%
Median	£500.00	£500.00	0%
Proportion of Relevant Employees who received a Bonus	2.65%	3.11%	

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).

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 remains the same position as last year and is influenced solely by the number of people who have reached either their 10- or 20-year service anniversaries during this period.

The proportion of relevant employees who received a bonus during the relevant pay period is low, especially when compared to last year's figures, and as above is due to the only bonuses that have been issued during this period being related to length of service. Proportionately, more female relevant employees reached either a 10- or 20-year anniversary during this pay period than male employees, with 8 women receiving a bonus and 4 men. There was no determination as to gender or any other characteristic when awarding these bonuses.

Quartile	Quartiles (Gross Hourly Rate of Pay)		Male	Female
1	£0.00 to	£10.18	43.43%	56.57%
2	£10.18 to	£10.96	31.31%	68.69%
3	£10.96 to	£11.92	40.40%	59.60%
4	£11.92 to	£42.38	35.71%	64.29%

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, 62.28% are female and 37.72% are male. If women were distributed evenly across the pay bands, we would expect to see 62.28% in each quartile.

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

What has changed since we last reported?

Due to the Covid-19 pandemic, the last report we issued was published six months ago, although it related to April 2020 so there is still a year between the two data sets. During this time, there has been no significant change in the data we've reported. Our median gap is still 0%, which we are very proud of, and the mean gap remains steady at 1%. We would like to see this mean gap return to 0%, but we are happy that it has not increased further than 1%.

Regarding our bonus pay gaps, again the median pay gap has remained at 0%. Although there is a median gap of 15.6% in favour of male employees, this is due to only four male employees receiving a long service award, with one of those receiving the 20-year award, whilst eight female employees received a long service award, but only one of these being the 20-year award. We've historically seen this gap swing between favouring male and female staff in different years, purely based on how many people reach these significant service-based anniversaries year on year. We've very pleased that during this period 10 employees reached their 10-year, and a further 2 reached their 20-year, service anniversaries.

Concerning the quartile data, there has been a decrease in the number of female employees in the lower quartile, down from 58.33% to 56.67%. This means that male employees continue to be over-represented in this quartile in comparison to the percentage of male and female employees that work at The Wallich. The number of female employees in the upper middle quartile has further dropped from 66.66% to 59.6%. Although 59.6% is closer to the proportion of female employees within the organisation, this is the second consecutive report where we have reported a drop in this quartile, and so this should be monitored further. We have however seen an increase in female representation in the upper quartile, and this brings this quartile more inline in reflecting our workplace demographics.

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 2021 we have been paying our staff in line with the Real Living Wage, and as a result the steady increase in the median and mean values for hourly pay rates has continued. We expect to see this even better reflected in data reported for the snapshot date in April 2022.

Our strong focus on Equality, Diversity and Inclusion continues, with our strategy and related actions plan launching with a view to ensuring we are a truly representative organisation across all characteristics, and at all levels.

As previously reported, we will be running our next Gender Pay Gap report at the start of the 2022/23 financial year, in a couple of months' time, so that we are viewing data closer to real time. This will mean that we can more quickly identify any negative changes in the data we are reporting and implement plans and changes faster than dealing with 12- to 24- month old data, as is currently the case.

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