

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 2022 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	£12.75	£12.29	4%
Median	£11.18	£11.17	0%

The mean difference between what men and women are paid is 4% in favour of men, which is an increase up from 1% in the gap that we reported for 5th April 2021 and shows that the gap has grown.

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	£778.01	£746.30	4.08%
Median	£735.00	£735.00	0%
Proportion of Relevant Employees who received a Bonus	53.14%	58.22%	

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. The NHS and Social Care Financial Recognition Scheme, which paid £735 to every employee who worked a minimum of nine days/shifts between 1 June 2020 and 28 February 2021 during the Covid pandemic, and which was paid out during the summer of 2021.

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 although more women received a bonus than men during this reporting period, the payment received by men was higher than that received by women. As the NHS and Social Care bonus was the same amount for everyone who received it, the higher mean rate paid to male employees is a result of 6 male employees receiving long service awards, with 2 of these being at the higher 20-year award rate, whilst only 3 female employees received a long service award, and of these 3, only 1 was at the higher 20-year award rate.

The proportion of relevant employees who received a bonus during the relevant pay period is relatively high, and this reflects how many Wallich employees were eligible to receive the NHS and Social Care Financial Recognition payment from the Welsh Government during the period. There was no determination as to gender or any other characteristic when awarding either of these bonuses.

Quartile	Quartiles (Gross Hourly Rate of Pay)		Male	Female
1	£0.00 to	£11.17	38.94%	61.06%
2	£11.17 to	£11.44	35.40%	64.60%
3	£11.44 to	£12.73	36.28%	63.72%
4	£12.73 to	£43.23	38.05%	61.95%

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, 63.2% are female and 36.8% are male. If women were distributed evenly across the pay bands, we would expect to see 63.2% 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?

As planned in our last report, we are reporting earlier this year as we look to bring our reporting closer to the snapshot date so that we are more readily able to respond to the data, instead of being a year behind it. As such, this is the third report we are filing in just over 9 months. It means however, that the snapshot date is only three months ago, and the information provided, much more relevant as a result.

Our median gap is still 0%, which we are very proud of, however the mean gap has grown to 4%. Although we are not happy with the growth, it is likely this is due to the recent management restructure which introduced a new Area Manager / Head of grade within our operational teams, with male employees filling 7 of the 10 new roles. We need to understand better why more female employees weren't successful in applying for these roles and put in place the support to ensure that moving forwards, our female managers can move more readily into the senior management positions within the organisation. We are committed to the mean pay gap returning to 0%.

Regarding our bonus pay gaps, again the median pay gap has remained at 0%. Although there is a median gap of 4.08% in favour of male employees, this is, as every year, heavily influenced by the number of employees receiving long service awards. We've historically seen this gap swing between favouring male and female employees 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 6 employees reached their 10-year, and a further 3 reached their 20-year, service anniversaries.

Concerning the quartile date, there has been an increase in the number of female employees in the lower quartile, up from 56.67% to 61.06%. Despite this, it 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 reversed the trend from our last two reports and increased back up to 63.72%. This is very close to the proportion of female employees within the organisation of 63.2% and means that this quartile is the closest one to being a correct split for male to female employees. The upper quartile has seen a decrease however in female representation, dropping from 64.3% to 61.95%. Although this is still very close to the 63.2% proportional female representation within The Wallich, it further highlights the effect that having so many new male Area Managers / Heads of has had on representation within this quartile. This needs to be monitored moving forwards.

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 have maintained this approach with our pay increases this financial year. We therefore do continue to see a steady increase in the median and mean values for hourly pay rates.

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.

The trend identified with this report has highlighted our need to ensure that female employees are both confident and competent to compete for the more senior management roles within the organisation. It was disappointing that we did not see a more proportional male to female split into the new roles when undertaking our management restructure. Although we are happy with every individual appointment made, collectively there has to be a reason why more female managers didn't either apply for the new roles, or where they did apply, why they weren't successful in being appointed. Opening our new management suite of training up to the next generation of managers should, in part, start to address this issue.

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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