

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 dignity, tolerance, respect and understanding and 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 2017 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 governments on website and our own.

What is calculated?

Employers must publish six calculations showing their:

1. Average gender pay gap as a mean average;
2. Average gender pay gap as a median average;
3. Average bonus gender pay gap as a mean average;
4. Average bonus gender pay gap as a median average;
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment;
6. Proportion of males and females 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	£ 10.36	£ 9.61	7.24%
Median	£ 10.00	£ 10.00	0%

The mean difference between what males and females are paid is 7.24% in favour of males.

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.

The presence of a difference, although not large, between the mean and median figures indicate that there are a higher number of male high earners within the organisation than there are of female high earners.

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	£ 490.80	£ 485.10	1.16%
Median	£ 383.60	£ 383.60	0%
Proportion of Relevant Employees who received a Bonus	64.46%	54.59%	

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. Organisation-wide bonus to all employees based on 2% of basic salary, proportionate to number of months employed during financial year 2015/16. This bonus was paid in May 2016 and was not paid to employees who worked in 2015/16 but had left the organisation by May 2016, nor to relief workers who are included in the calculations as relevant employees.
2. Long Service Award for those employees who had completed either 10 years' service (value of £500) or 20 years' service (value of £1000)

The mean and median figures for bonus pay gap suggest that there is a minimal difference between bonus payments made to males and females. The marginal difference in mean bonus pay is likely influenced by the higher number of male high earners within the organisation. It is also important to note though that a percentage based bonus will naturally mean that those employees who are part time will receive a lower figure, and this can impact on the mean and median figures reported. Of those employees who worked part time in 2015/16, 84.11% of these were female.

The proportion of relevant employees who received a bonus during the relevant pay period does highlight that 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. 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	£8.60	30.61%	69.39%
2	£8.61 to	£10.00	36.96%	63.04%
3	£10.01 to	£10.25	29.57%	70.43%
4	£10.26 to	£39.08	40.86%	59.14%

In these calculations the hourly rates of pay 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 Wallich 66.76% of staff are female and 33.24% are male. If females were distributed evenly across the pay bands we would expect to see 66.76% in each quartile.

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

What can we do to address the gap?

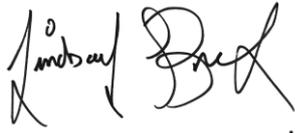
We already know that we are a fair employer, as evidenced by our external validation such as Investors in People. We set our pay structures, policies, recruitment practices and training without a bias to either gender or any other characteristic. We also promote our policies to assist our male and female 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. We will be looking to 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
- 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