

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 2023 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	£13.47	£13.18	2.2%
Median	£11.96	£11.96	0%

The mean difference between what men and women are paid is 2.2% in favour of men, which is a decrease from 4% in the gap that we reported for 5th April 2022 and shows that the gap has shrunk.

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	£461.27	£512.43	-11.1%
Median	£600.00	£600.00	0%
Proportion of Relevant Employees who received a Bonus	77.9%	83.6%	

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. Cost of Living Bonus Payment which ranged in value from £735 to £200 depending on annual salary levels as follows:
 - a. Less than £20,000 per annum, payment of £735
 - b. Less than £25,000 per annum, payment of £600
 - c. Less than £30,000 per annum, payment of £500
 - d. Less than £35,000 per annum, payment of £300
 - e. Less than £40,000 per annum, payment of £200

A small number of staff chose to opt out of receiving this payment.

The median figures for bonus pay gap suggests that there is no difference between the typical value of bonus payments made to male and female relevant employees. The mean and proportion figures however suggests that in this period more women received a bonus than men, and the payment received by women was higher than that received by men.

This difference is caused by several items. Firstly, the long service bonus was paid to 13 relevant employees. Five employees received £1000, with three of these being female, and two male. The remaining eight employees received £500 for 10 years' service, with only one of these being male. Secondly, male employees are slightly over-represented in the upper quartile, which is the quartile that includes annual salaries in excess of £40,000 per annum. As such it follows that proportionally there

were a higher number of male employees ineligible for the Cost of Living bonus payment than there were female employees. Taken together these two factors help explain why more female employees received a bonus than male employees, and also, why the mean bonus received by female employees is higher than that received by men.

The proportion of relevant employees who received a bonus during the relevant pay period is relatively high, and this reflects how many Wallich employees are paid an annual salary of less than £40,000 per annum. 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 – Lower	£10.83 to	£11.70	43%	57%
2 – Lower Middle	£11.70 to	£11.96	37%	63%
3 – Upper Middle	£11.96 to	£13.67	39%	61%
4 - Upper	£13.67 to	£43.77	41%	59%

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, 60.13% are female and 39.87% are male. If women were distributed evenly across the pay bands, we would expect to see 60.13% 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?

Our last report was released earlier than we have traditionally reported with the intention of bringing our reporting closer to the snapshot date so that we could more readily respond to the data instead of being a year behind it. Since then we have implemented a new HR and Payroll system which has meant we couldn't repeat this approach for the 2023 data due to the level of change and data consolidation we were performing to ensure that the data we are reporting on is accurate. We are now however in a position to do this again for the 2024 data, and so plan to report much earlier in the year than we have done on this occasion.

Our median gap is still 0%, which we are very proud of, and our mean gap has shrunk from 4% to 2.2%. This demonstrates that some of the actions we have taken since last reporting have helped rebalance the gap that had grown for the last report, arising out of the management restructure we had recently finalised. Since April 2023 we have seen more female employees move into senior operational roles, and we wish to see this trend continue to not only bring our mean pay gap back down to

zero, but also to ensure that our quartile rankings are balanced more thoroughly relevant to the proportions of male and female employees that make up The Wallich.

Regarding our bonus pay gaps, again the median pay gap has remained at 0%. Although there is a median gap of 11.1% in favour of female 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 8 employees reached their 10-year, and a further 5 reached their 20-year, service anniversaries.

Concerning the quartile date, there has been a decrease in the number of female employees in the lower quartile, down from 61% to 57%. 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, as has been the case for the last few years.

Amongst all the quartiles, the representation of 59% in the upper, and 61% in the upper-middle, are the two closest quartiles to the 60% proportional female representation within The Wallich. In our last report we were concerned that the upper quartile in particular was moving to being over-represented by men, but thankfully this trend has reversed this year and no longer represents the same concern. This doesn't mean however that we should not remain conscious of the impact that senior positions within the organisation not being filled by female appointments could potentially have on both the pay gap and the quartile figures.

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 for this reporting period. We therefore do continue to see a steady increase in the median and mean values for hourly pay rates. Budgetary pressures however within the sector do make the continuation of this approach harder and harder to achieve.

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. We are in the process of launching a new approach to our Equality Impact Assessments which is designed to ensure decisions taken have as minimal impact as possible across the full representation of our staff.

Trends identified last year have not continued, and this is pleasing, however we do need to ensure we are still doing everything possible to enable our female employees to be ready and confident to apply for and be successfully appointed into senior roles within the organisation as they arise.

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