

## 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 organisations 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 5<sup>th</sup> April 2025 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	£14.56	£14.53	0.2%
Median	£13.22	£13.48	-2.0%

The mean difference between what men and women are paid is 0.2% in favour of men, which is a slight decrease from 0.3% in the gap that we reported for 5<sup>th</sup> April 2024 and shows that the gap has shrunk, continuing the trend reported last year.

The median difference between what males and females are paid is -2.0%. 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 is slightly less than the typical pay for females. This gap has grown from -0.9 as reported last year.

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	£500.00	£636.36	-27.3%
Median	£0.00	£0.00	0%
Proportion of Relevant Employees who received a Bonus	2.0%	3.8%	

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 shows that women received on average a higher level of bonus, as well as there being more women, proportionally, who received a bonus during this period, than men.

As with most years, this has swung from what we reported last year and is purely due to the number of men and women who have reached their 10- and 20- year service anniversaries this year. A total of 15 employees reached their anniversaries within the relevant period, of which 4 were men and 11 were women. All 4 men reached their 10-year anniversary, and so received £500, whilst 3 women reached their 20-year anniversary, receiving a £1000 bonus, with the remaining 8 women receiving £500 for 10 years' service. This explains why the mean shows female employees receiving a higher bonus than male employees. We are satisfied that there was no determination as to gender or any other characteristic when awarding these bonuses and we expect to continue to see this fluctuate back and forwards in future years as we have no future plans to introduce any other bonus types.

Quartile	Quartiles (Gross Hourly Rate of Pay)		Male	Female
1	£0.00 to	£12.93	53%	47%
2	£12.99	£13.29	37%	63%
3	£13.37	£14.91	33%	67%
4	£14.92	£44.37	37%	63%

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, 59.5% are female and 40.5% are male. If women were distributed evenly across the pay bands, we would expect to see 59.5% in each quartile.

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

### **What has changed since we last reported?**

Our median gap has increased to being 2% in favour of women. Whilst we would prefer this to be 0%, given the context as to why we report on the gender pay gap, this is preferable than the reverse. It is likely driven by an increased over representation of men in the lower quartile of pay bands.

Our mean gap has marginally shrunk further from 4% in 2022, to 2.2% in 2023, to 0.3% in 2024, and now to 0.2% in 2025. This demonstrates that the actions we have taken over the last few years have helped rebalance the gap that had grown for the 2022 report and this reduction in gap has been maintained as we wished.

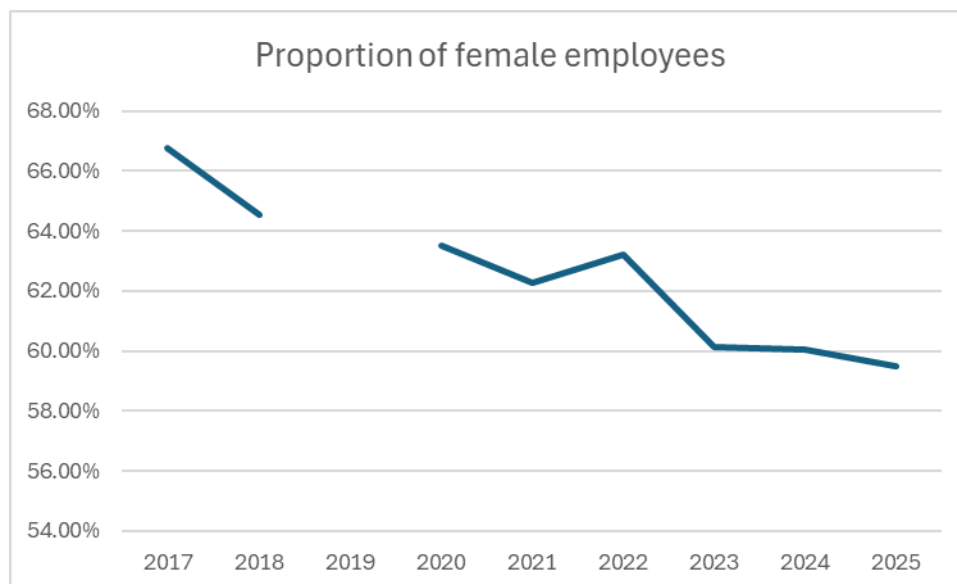
Regarding our bonus pay gaps, again the median pay gap has remained at 0%. Although there is a mean gap of 27.3% in favour of female employees, this is, as every year, heavily influenced by the number of employees receiving long service awards. We've historically seen this gap swing between favouring 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 12 employees reached their 10-year, and a further 3 reached their 20-year, service anniversaries.

Concerning the quartile date, the trend of decreasing numbers of female employees in the lower quartile continues, down from 61% in 2022, 57% in 2023, 50% in 2024, and now to 47% in 2025. 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. As this gap continues to grow it is something we will continue to keep an eye on as often we see staff in the lower quartiles move through the organisation into more

senior posts, and so we want to ensure that this current trend in the lower quartile doesn't creep up into other quartiles in future years.

Amongst all the quartiles, the representation of 63% in the upper, and 63% in the lower-middle, are the two closest quartiles to the 59.5% proportional female representation within The Wallich. These are relatively close to what we would expect to see, and it is reassuring to see that the rebalancing from previous years has not reversed, whilst in the upper-middle quartile the representation has grown to 67%, which is notably higher than the 59.5% representation.

A trend that has become clearer now is the closing of the proportional gap of male and female employees within the organisation. When we first started reporting on the gender pay gap, female employees made up 66.76% of our total population, whereas we have reported a representation of 59.5% in this report. This downward trend is shown in the graph below (note: data was not reported for 2019 as per the Covid exemption for all organisations).



Whilst this is not necessarily an issue, it does raise some questions as to why we are seeing this change in our demographics, and raises a small flag on whether with an increasingly balanced gender split within the organisation we will start to see an unbalancing of our gender pay gap, which we obviously would not wish to see.

### **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.

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

The positive change in trends seen over the last few years have 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.



**Sian Aldridge**

**Interim Chief Executive Officer**