



The Wilf Ward Family Trust

Gender Pay Gap 2020



Introduction

The Wilf Ward Family Trust is a charity based in Yorkshire. As an organisation we support individuals with learning difficulties to live in their own homes. We offer support in around 80 services across Yorkshire, employing just under 800 employees.

One of our values is placing the person in the centre of everything we do. We believe this isn't just relevant to the individuals we support but also our employees too.

This year our median Gender Pay Gap is -1.43%. This is in comparison to the whole of the UK which was 15.5%*. This is a small change compared to our 0% reported last year.

Whilst we recognise that the Gender Pay Gap reporting has its uses, we believe that this makes up just a small part of a fair work place. We pay spot salaries for all roles regardless of gender. Comparable roles receive the comparable pay, and whilst we are aware that this is not necessarily the requirements of the gender pay gap reporting, it is important to remind people that this is the case.

The Stats:

5.53% **The Mean Gender Pay Gap:**
(the average hourly rate for women in the Trust is 5.53% less than men.)

-1.43% **The Median Gender Pay Gap:**
(the median hourly rate for women in the Trust is 1.43% more than men.)

-1.91% **The Mean Bonus Gender Pay Gap:**
(the average bonus payment is 1.91% higher for women than men within the Trust.)

33.33% **The Median Bonus Gender Pay Gap:**
(the median gender pay gap for bonus was 33.33% lower for women than men.)

The proportion of relevant employees who were paid a bonus:

| Female % | Male % |
|----------|--------|
| 22.40 | 16.79 |



Bonuses Include:

Refer a Friend Scheme

This is something all employees can access. Payments are made to those who refer people to the Trust as future employees and are successful at offer of employment.

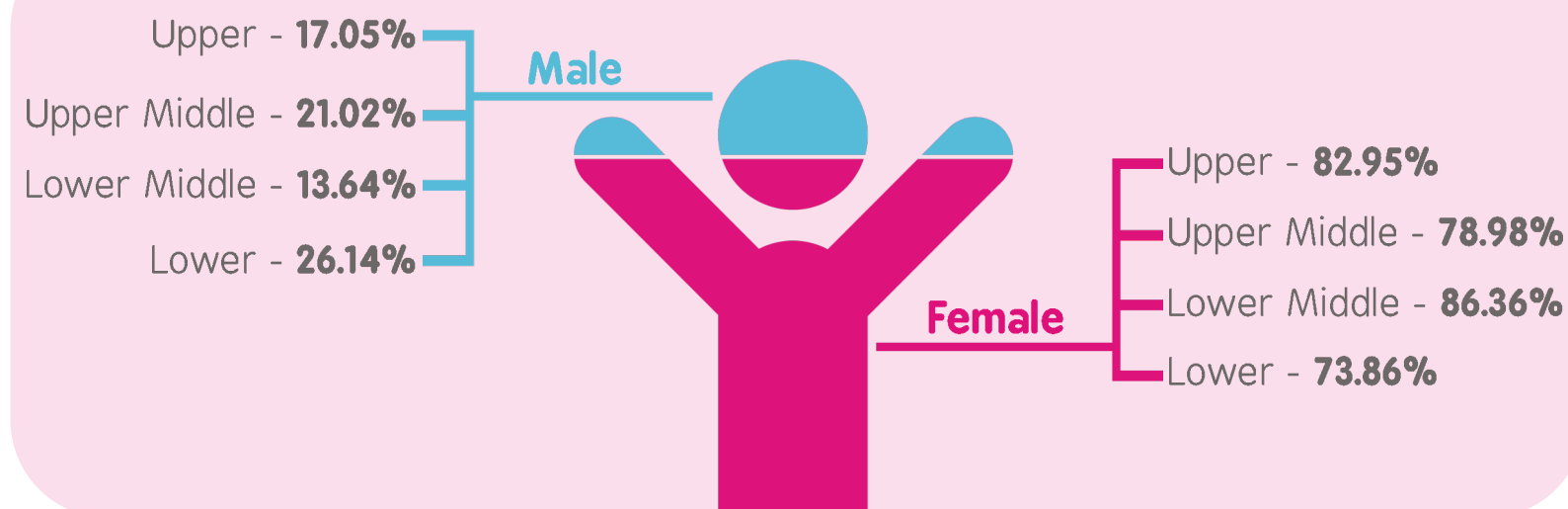
Outstanding Awards

These are payable to all employees who are part of services who receive an 'Outstanding' report following a CQC inspection.

Long Service Awards

These are payment to all employees at certain milestones of their employment with the Trust.

Our percentage of woman and men in each quartile:



Declaration

We declare that the information and data supplied within this report is accurate and is provided in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Paul McCay, Chief Executive, The Wilf Ward Family Trust.

* Taken from Office of National Statistics [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/gender-pay-gap)