



The Wilf Ward Family Trust

Gender Pay Gap 2022



Introduction

The Wilf Ward Family Trust is a charity based in Yorkshire providing social supported living, respite and residential services to people with learning difficulties. We have approximately 80 services and employ just over 800 employees.

Our mission is to challenge ourselves and others to provide choice and opportunity for adults with learning disabilities. This can not be done without our commitment to providing an outstanding working lives for the people who work with us. The last few years have been nothing like anything we have experienced before. We have got through these difficult times due to the commitment and resilience of people working at the Trust

This year we are proud to report a 0.29% Median Gender Pay Gap and a 0% Median Bonus Gender Pay Gap, this is in comparison to a UK average of 8.3%*.

The Stats:

2.06% **The Mean Gender Pay Gap:**
(The mean average hourly rate for women in the Trust is 2.06% less than men.)

0.29% **The Median Gender Pay Gap:**
(The median average hourly rate for women in the Trust is 0.29% more than men.)

2.87% **The Mean Bonus Gender Pay Gap:**
(The mean average bonus payment is 2.87% higher for women than men within the Trust.)

0% **The Median Bonus Gender Pay Gap:**
There was no median bonus gender pay gap for men and women.

The proportion of relevant employees who were paid a bonus:

Female %	Male %
99.31%	97.66%



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.

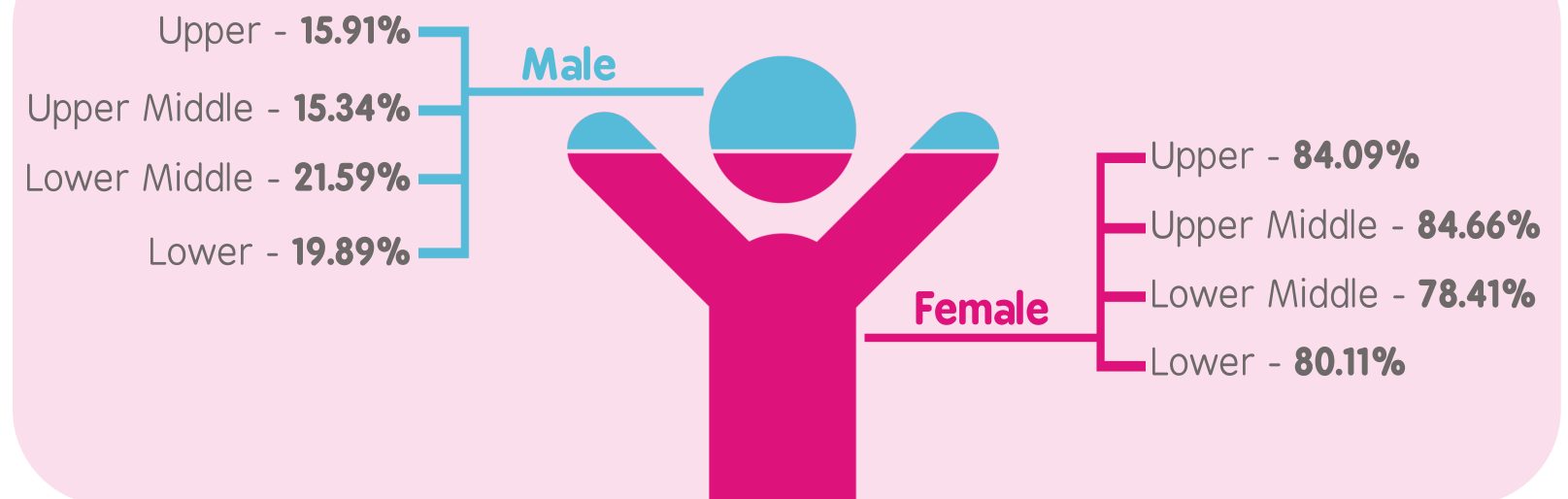
Covid 19 Thank You Bonus

These were payable to all employees who worked during the pandemic to say thank you for their commitment and resilience.

Long Service Awards

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

Our percentage of women 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)