



The Wilf Ward Family Trust

Gender Pay Gap 2024



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. For the reporting period we had approximately 77 services and employed just over 850 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.

For 2024, we report a -0.44% Median Gender Pay Gap and a 2.97% Median Bonus Gender Pay Gap, this is in comparison to a UK average of 7% as of April 2024*.

The Stats:

1.76%

The Mean Gender Pay Gap:

(The mean average hourly rate for women in the Trust is 1.76% less than men.)

-0.44%

The Median Gender Pay Gap:

(The median average hourly rate for women in the Trust is 0.44% more than men.)

15.49%

The Mean Bonus Gender Pay Gap:

(The mean average bonus payment is 15.49% lower for women than men within the Trust.)

2.97%

The Median Bonus Gender Pay Gap:

(The median bonus payment is 2.97% lower for women within The Trust).

The proportion of relevant employees who were paid a bonus:

Female %	Male %
11.47%	6.13%



Bonuses Include:

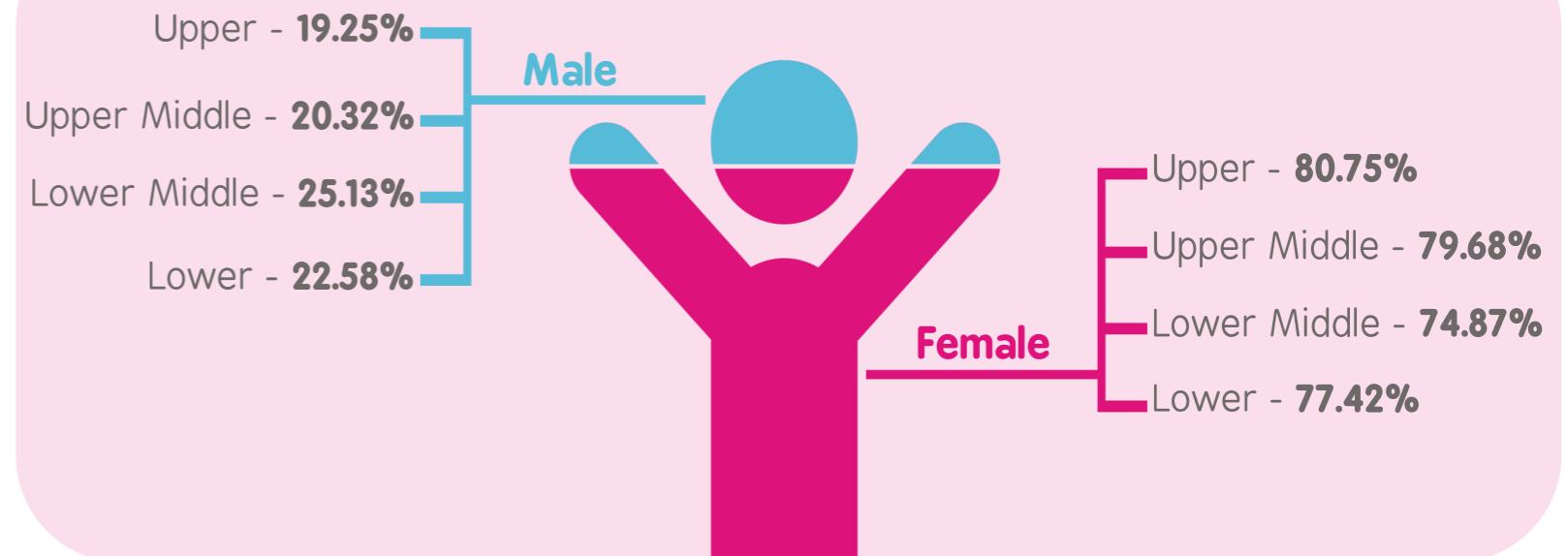
Refer a Friend Scheme

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.

Long Service

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)