

# Gender Pay Gap Report | **2022**



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# Introduction

## Who we are

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We are the leading provider of specialist education and care for children and young people with social, emotional and mental health needs, communication difficulties (autistic spectrum disorder; Asperger's Syndrome; speech, language and communication needs), ADHD and complex learning needs.

Our track record of success and sector-leading Ofsted judgements has been achieved through an ethos of high aspiration, placement stability through our 'team around the child' approach, unique in-school therapy solutions and our inspiring environments. These all combine to optimise life opportunities for children and young people, give confidence to parents and carers, and deliver unmatched value for local authorities.

Our focus on support, care and acceptance allow each young person to develop as an independent individual, equipped with the knowledge, experience and life skills to look to the future with increased confidence and aspiration. We are truly proud of the role we play in changing the lives of young people and helping them to realise their full potential.

We believe that our employees across all business areas are key to delivering the above. With that in mind, we have a strong focus on ensuring that not only are our pay and benefits market leading but also are fair and equitable. For the vast majority of our roles we follow national pay scales and this is supported with a robust process around external benchmarking. Our career pathways, internal development and apprenticeship programmes also support our commitment to equal opportunities, diversity and inclusion for all.



# Understanding the gender pay gap

**This Gender Pay Gap report covers all Witherslack Group employees, including the Board of Directors. The reporting date is 5th April 2022 and the data within this report reflects our organisation snapshot at this point in time. This includes all people across all business functions.**

## Gender Pay Gap vs Equal Pay

The Gender Pay Gap is the difference in average pay for men and women across an organisation. This is different to equal pay which is the right for men and women to be paid the same when doing the same or similar work.

## What do the mean and median figures actually mean?



A positive percentage figure shows that, mainly or totally, female colleagues have lower pay or bonuses than men.



A negative percentage figure shows that, mainly or totally, male colleagues have lower pay or bonuses than female. A zero percentage figure would show no gap between the pay or bonuses of male and female colleagues - no gender pay gap.



# Our results

As a business, we are made up of 60.26% (1101 headcount) females in employment in comparison to 39.74% (726 headcount) males. We see higher female representation across all our pay quartiles, which is reflective of the fact that they make up the majority population of our workforce. This is in line with the industry reliance on female workers in the sector.

## Overall headcount



### How the median pay gap is calculated -

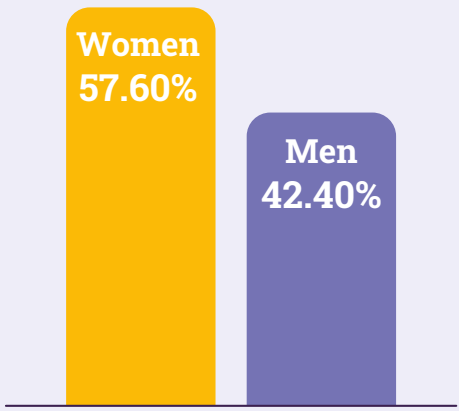
The median is the midpoint of the hourly pay levels of all our employees. The gap between the median male pay and median female pay is then divided by the median male pay and expressed as a percentage.

Difference in Mean Pay 7.84%

Difference in Median Pay 10.67%

At Witherslack Group our Gender Pay Gap is **10.67%** (median). This is lower than the national average gender pay gap of 15.4% for all employees, inclusive of both full time and part time (Source Office for National Statistics 2021 provisional data). As a Company we have seen an increase from our previous results in 2021 where the Group's Gender Pay Gap was 1.8%. This trend is in line with business growth. For example if we open a new school, we typically have more people in lower paid roles (e.g. teachers, teaching assistants, cooks, maintenance workers) than in higher paid roles, for example Head Teachers. Our lower paid roles have a higher percentage of female workers which can be seen in the Lower and Lower Middle quartile, which reduces the median pay for females. This will also impact the Mean Pay in the same way as more employees in the Lower and Lower Middle quartiles results in more employees on lower hourly rates. In contrast to this, in the Upper and Upper Middle quartiles Women make up the higher percentage overall.

### Proportion of men / women who received bonus in the relevant period



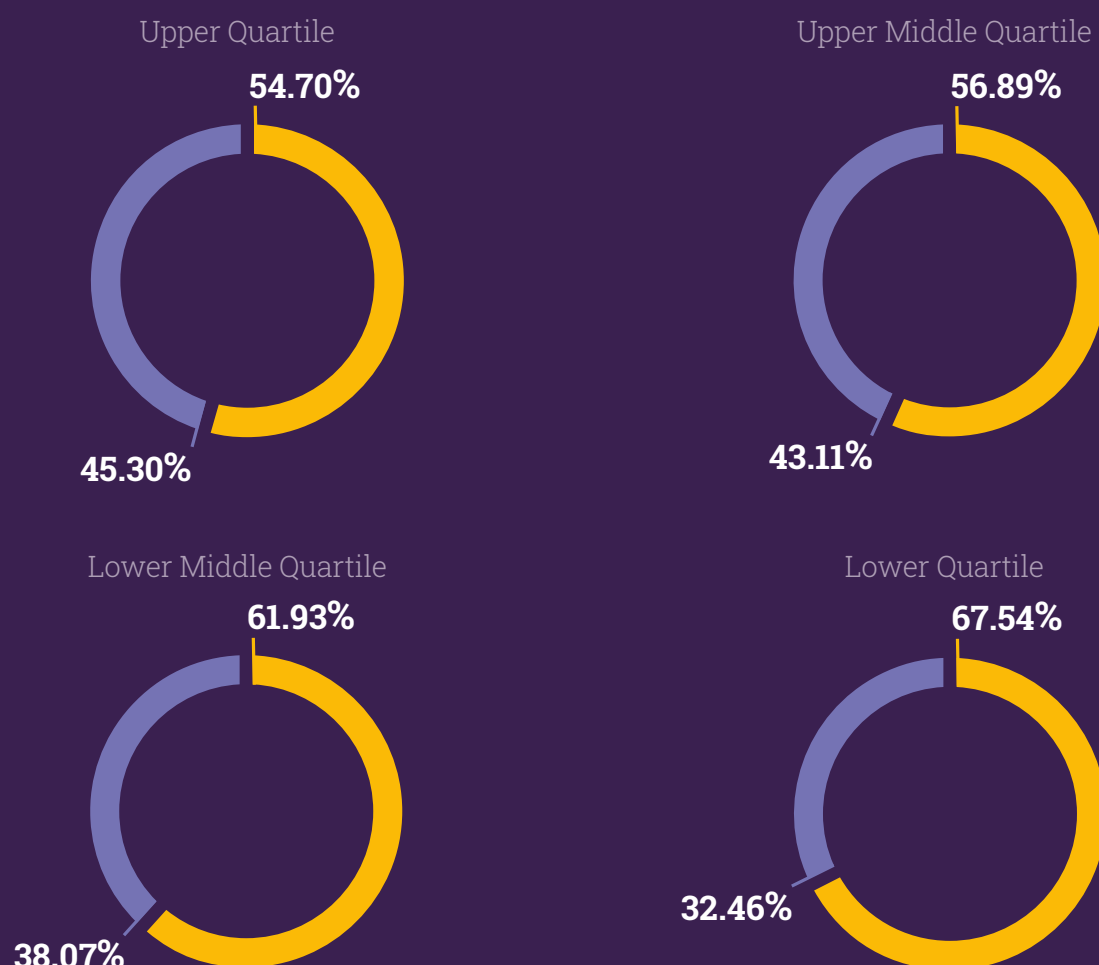
Difference in Mean Bonus Pay 20.51%

Difference in Median Bonus Pay 40.00%

This year a higher percentage of women received a bonus **57.60%** versus **47.90%** in the previous year, however, the actual mean and median payments decreased. This was reflective of the fact that there was an additional bonus paid and the majority of people receiving this were not included in prior bonus schemes, and were in more junior roles. This bonus was linked to service and therefore as the composition of our total workforce is split **60.26%** women and **39.74%** men, this has brought down the mean and median amounts.

## Pay Quartiles

### Quartile split



Our pay quartiles are a relatively even split in the Upper and Upper Middle pay quartiles, however we would expect this to be similar to our workforce split with women more towards the 60% and men towards 40%. The closest we get to this is in the Lower Middle pay quartile. However, the highest fluctuation away from the workforce composition split is just above 7% and this is in our Lower pay quartile. 67.54% of our workforce in the Lower quartile are women.

This is because a number of roles which would fall in this quartile are part time with school holidays, so have traditionally attracted people for whom this would be an attractive proposition. As we open more schools we expect to have more term time only roles and would therefore expect this increase within this quartile.



### Tackling the gender pay gap

Witherslack Group is committed to paying everybody fairly for the job they do, regardless of gender. To that end, our policies and pay guidance supports this ethos and reflects the diverse roles and responsibilities available within the Group. The majority of roles at Witherslack Group are based on national pay scales, and our pay policy is transparent and based upon clearly defined, non-gender specific roles within the group.

## Comments from the Chief Executive Officer

I am pleased to be able to share with you the Witherslack Group Gender Pay Gap Report for 2022, my first as CEO. Whilst we recognise that our data is in many ways reflective of the sector and the workforce composition, our plans for the coming years will continue to have a strong focus on being a diverse and inclusive employer. This will include ensuring that our pay and benefits are sector leading and that our policies and procedures reflect our commitment to ensuring that everybody working for Witherslack Group is fairly rewarded for the job that they do.

I confirm that the information and data reported in this Gender Pay Gap Report for 2022 is accurate as at the snapshot date 5 April 2022.

**Tracey Fletcher-Ray**  
Chief Executive Officer





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