



WPA Gender Pay Report – 2023

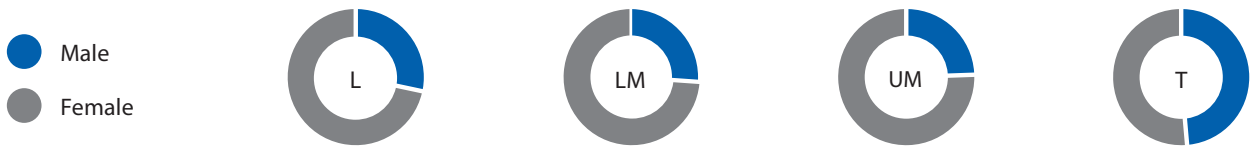
Statutory figures as at 05 April 2023

The following Gender pay report is produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) regulations 2017.

All WPA employees, regardless of gender, age, background or ethnicity are given equal opportunities to thrive through professional qualification and development opportunities. Rewards are independently determined, and based on the skillset, qualifications and experience required to fulfil each role. Males and females are paid the same salary for the same roles. The quality of working environment is perhaps best evidenced by the average tenure of over 9 years for both men and women.

Pay Quartiles

	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile
Male	28.6%	26.3%	24.7%	48.7%
Female	71.4%	73.7%	75.3%	51.3%



At WPA men and women who undertake equal work or who perform similar roles, have equal salaries. Pay levels are reviewed regularly and benchmarked against market comparatives. Success planning is considered at all levels with a desire to nurture the talent within our organisation such that, where possible we promote from within.

Pay and Bonus Gap

	Mean	Median
Hourly pay	40.14%	9.85%
Bonus	71.51%	21.16%

The mean pay gap shows the difference between male and female workers' hourly pay/bonus as a percentage of the mean average male pay/bonus. The median pay gap shows the difference in median earnings as a percentage of the median male pay/bonus.

The primary reason for the existence of a gender pay gap at WPA is that, whilst the male to female ratio for the upper quartile is 49:51 there is a skew effect through the Leadership Team with 76% of these posts held by men.

Companywide bonus payments, when viewed as a percentage of salary, are set equally between males and females. Differences in the actual amounts paid primarily arise due to different roles occupied by males and females, and also, because we have more females working part time, than males. 41% of female employees work part time compared to only 6% of male employees. The disproportionate number of part-time females makes the gender pay gap figure wider, as WPA are required to report on our gender bonus gap based on the actual hours worked, (and actual value of any bonus received), without adjusting the bonus figure for part-time working.

In addition, WPA offer bonus sacrifice, and in 2023 females sacrificed 85% more bonus into pension than males. For the purposes of calculating the Gender pay data, a bonus that is sacrificed through a sacrifice scheme does not count as bonus.

Proportion of employees receiving a bonus



All WPA employees on permanent contracts are eligible to participate in our companywide bonus scheme called Partnership for Excellence, (PfE). Typically paid annually based on employees November salary. The lower % of females receiving a bonus arises because more females than males were recruited in the period 01 December 2022 to the snapshot date of the 05 April 2023.

I confirm the accuracy of the data reported above.

Nathan Irwin

WPA Chief Executive Officer, September 2023



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