

Gender Pay Gap Report 2022 / 23



In the UK all employers with a headcount of 250+ are required to report on their gender pay gap annually. This is A Wilderness Way Limited's first gender pay gap report, based on the snapshot date of 5th April 2022. Using the calculations required by HM Government, it shows:

Our mean gender pay gap, when comparing hourly pay is -0.42%

This means that women's mean hourly pay is 0.42% higher than men's

Our median gender pay gap, when comparing hourly pay is 0.63%

This means that women's median hourly pay is 0.63% lower than men's

Our mean gender pay gap, when comparing bonus pay is -8.79%

This means that women's mean average bonus pay is 8.79% higher than men's

Our median gender pay gap, when comparing bonus pay is 0%

This means there is no gap between the median bonus pay of men and women

The proportion of male employees who received bonus pay is 41% and the proportion of female employees who received bonus pay is 53%.

The percentage of males and females in each pay quartile, based on hourly pay, is as follows:

Quartile	Males	Females
Upper	37%	63%
Upper Middle	36%	64%
Lower Middle	28%	72%
Lower Hourly	37%	63%

In line with our commitment to foster an environment where diversity is valued and respected we operate a transparent pay framework that ensures employees are paid equally for the same or equivalent work, regardless of their sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We invest in the development of all our employees, irrespective of gender (or any other characteristic) to ensure we reward them fairly and support them to bring their whole selves to work; this includes providing continuous opportunities to learn, develop and progress their careers with us. Our gender pay gap report confirms that our processes reward people fairly based on their skills and qualifications, and that our recruitment processes remain fair and transparent. In line with our ethos of being a learning organisation we will continue to apply a focus on continuous improvement, including in the area of equality, diversity and inclusion.

We confirm the information in this statement is accurate

