



Wilderness Way - Gender Pay Gap Report 2023 / 2024

About this report

In the UK, all employers with a headcount of 250+ are required to report on their gender pay gap annually. This is Wilderness Way's gender pay gap report for 2023 / 2024, based on the snapshot date of 5th April 2024, using the calculations required by HM Government, the results are as follows.

Our mean gender pay gap, when comparing hourly pay is **-6.43%**

This means that women's mean hourly pay is 6.43% higher than men's.

Our median gender pay gap, when comparing hourly pay is **-2.05%**

This means that women's median hourly pay is 2.05% higher than men's.

Our mean gender pay gap, when comparing bonus pay is **34.10%**

This means that men's mean average bonus pay is 34.10% less than women'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 85% and the proportion of female employees who received bonus pay is 84%.

The percentage of males and females in each pay quartile in line with government guidance, based on hourly pay, in 21/22 and 22/23 is as follows:

Quartile	Males		Females	
	22/23	23/24	22/23	23/24
Upper	29%	26%	71%	74%
Upper Middle	34%	30%	66%	70%
Lower Middle	38%	43%	62%	57%
Lower	30%	35%	70%	65%

In line with our commitment to fostering a diverse and inclusive workplace, we operate a transparent pay framework that ensures equal compensation for colleagues performing the same or equivalent work—regardless of sex, race, religion or belief, age, marital or civil partnership status, pregnancy or maternity, sexual orientation, gender reassignment, or disability.

We are dedicated to the growth and development of all our colleagues, ensuring that rewards are based on skills and qualifications. We provide continuous opportunities for learning, development, and career progression, empowering everyone to bring their whole selves to work.

For all enquiries please contact:

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Our gender pay gap report reaffirms that our processes uphold fairness in pay and recruitment, reflecting our commitment to equality, diversity, and inclusion. As a learning organisation, we remain focused on continuous improvement in these areas.

We confirm that the information in this statement is accurate.

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