

Wilderness Way - Gender Pay Gap Report 24/25

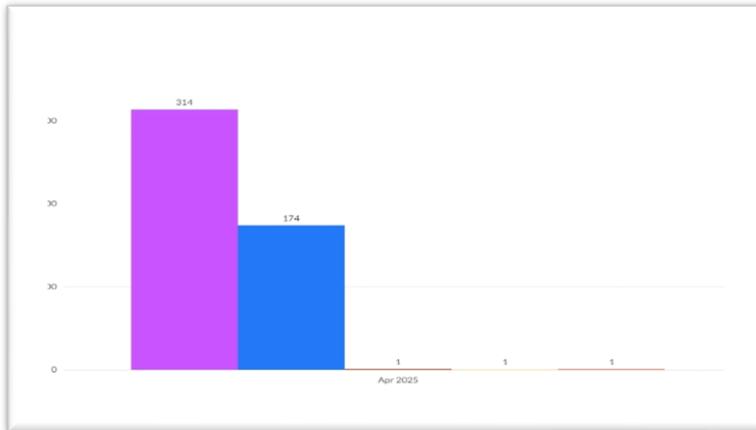


About this report

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 2024/25 based on data on 5th April 2025.

Workforce Gender Profile

Our workforce is comprised of 64% women, 35.4% men and 0.6% non-binary/prefer not to say. This profile reflects the wider residential childcare sector where frontline care roles are predominantly female.



Gender Pay Stats

Mean gender pay gap: 2.6% (in favour of men)
Median gender pay gap: 0%
Mean bonus gap: 0.4%
Median bonus gap: 0%
Bonus recipients: Women 85.8%, Men 82.9%

Quartile	Males			Females		
	22/23	23/24	24/25	22/23	23/24	24/25
Upper	29%	26%	31%	71%	74%	69%
Upper Middle	34%	30%	32%	66%	70%	68%
Lower Middle	38%	43%	42%	62%	57%	58%
Lower	30%	35%	40%	70%	65%	60%

Closing Statement

This year's gender pay gap results reinforce the strength of our approach to fair and equitable pay. With women representing 69% of our highest -paid roles and a median pay gap of 0%, it is clear that typical pay is the same for men and women across our organisation. The small mean gap we see is driven by the distribution of a few higher earning- male roles and greater pay variability among men in the upper quartile, rather than any systemic difference in how we reward colleagues.

We are proud of the progress these results represent, and we remain committed to maintaining transparency, monitoring our data, and ensuring that our pay and progression practices continue to support equality at every level. Our focus now is on sustaining this positive trajectory and continuing to build a workplace where all colleagues can thrive and be rewarded fairly for the work they do.