

WCG Gender Pay Gap Report – 2025

We use our Gender Pay Gap Report to better understand our workforce and identify actions to improve any concerns relating to gender balance and pay equity.

The Gender Pay Gap measures the difference between average earnings of men and women across the organisation. It is difference from equal pay, which related to men and women being paid the same for the same of similar work.

WCG's Gender pay mean average is 10.79%, which is 5.57% lower than the previous year. The Gender pay median average is 11.04%, a decrease from 11.69% in 2024. The median figure of 11.04% reveals that typically, or overall, female employees have lower pay than male employees. However, WCG undertakes biannual Equal Pay Audits which tell us that there is not an issue linked to gender inequality with regards to how we pay our staff.

It is also imperative to note that this latter calculation is based on all contract types being placed together, hence a distortion to the true picture. WCG's figures are distorted by the fact that the majority of lower paid roles; domestic assistants, Learning mentors and administrators are females, who also work on a part time basis. The percentage gap is lower than previous years, but can still be attributed to the fact that female members of staff make up the majority of our employees in all quartiles.

Employees	Male	Female	Total
	236	373	609

Pay	Male	Female	Difference
Mean	20.05	17.88	10.79%
Median	19.38	17.24	11.04%

Bonus	Male	Female	Difference
Mean	0	0	0
Median	0	0	0
Number Receiving bonus	0	0	0
Percentage Receiving Bonus	0	0	

Pay	Male	Female	Male	Female
Upper (75-100%)	49	77	39%	61%
Upper Middle (50-75%)	63	63	50%	50%
Lower Middle (25-50%)	43	84	34%	66%
Lower (0-25%)	36	90	29%	71%
Totals	191	314		