

WDP Gender Pay Gap Report

April 2018

Introduction

We welcome the introduction of gender pay gap reporting and what it sets out to achieve.

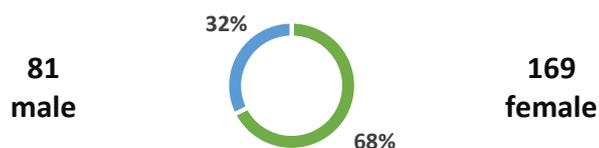
Transparency acts as an affective engine for change and helps us to understand the challenges we face.

Employee engagement surveys tell us that our workforce believes that they can be themselves without fear of judgement or discrimination and that people from different backgrounds can succeed at WDP.

Like most organisations WDP has a gender pay gap and, whilst lower than the national average, WDP is committed to reducing that gap in the short to medium term, with the ultimate long-term goal of eliminating it altogether.

We do not underestimate the task before us.

Gender split of WDP employees



Key WDP data

The information presented below relates to WDP (Westminster Drug Project) on 5 April 2017.

Mean & median gender pay gap

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of gender pay gap by talking all hourly rates of pay and dividing by the total number of people in scope.

The median gender pay shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay lowest to highest and comparing the middle value.

| WDP mean | WDP median |
|-----------------|-----------------|
| 13.7% | 7.3% |
| *National 17.4% | *National 18.4% |

*Source 2017 Annual Survey of Hours and Earnings, Office for National Statistics

Mean & median gender bonus pay gap

The mean gender bonus gap is the difference in average bonus pay that male and female employees receive. The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.

| WDP mean | WDP median |
|----------|------------|
| 0% | 0% |

Pay quartiles

The percentage of men and women in each quarter of WDP's payroll is as follows:

| | Male | Female |
|-----------------------|-------|--------|
| Upper quartile | 21.0% | 79.0% |
| Upper middle quartile | 27.0% | 73.0% |
| Lower middle quartile | 41.3% | 58.7% |
| Lower quartile | 39.7% | 60.3% |

Bonus data

WDP employees does not offer bonuses to staff.

Difference between equal pay & the gender pay gap

An organisation can have a gender pay gap without breaching equal pay provisions.

The gender pay gap at WDP is not as a result of equal pay issues.

We have a gender-neutral approach to determining pay for our roles at all levels.

Equal pay

Equal pay is the obligation for employers to give men and women equal pay for equal work.

Gender pay gap

The gender pay gap is a broader measure of the difference between the average earnings of men and women (irrespective of roles and seniority) – it looks across all job levels within an organisation.

Our commitment to closing the gap

- ▶ Our leadership and development programmes are developing tomorrow's organisational leaders and we will look at how we can encourage under-represented groups to take part in these programmes.
- ▶ We will work with our suppliers to see how we encourage them to reduce the gender pay gap.
- ▶ We will review our equality, diversity and inclusion strategy to reinforce our continuing and ongoing commitment to diversity and inclusion.

Recruitment

It is important that we have a pool of the best candidates from all backgrounds to apply for roles at all levels in WDP and that we take into account all perspectives in order to get the best person for the job.

- ▶ We will continue to review our recruitment processes
- ▶ We will continue to encourage underrepresented groups to apply for our job roles
- ▶ We will encourage women back to work

Training, development & progression

Ensuring our talented people have every opportunity to succeed and progress the careers they want will allow them to reach their full potential and help close the gender pay gap.

- ▶ We will continue to invest in learning and development opportunities
- ▶ We look at how develop our succession planning
- ▶ We will continue to recruit the managers of tomorrow via our aspiring managers programme
- ▶ We continue to develop our existing managers
- ▶ We will review our recruitment and selection training

Retention

The continuing challenges of people trying to balance home and commitments has grown ever greater for both genders.

- ▶ We will give more emphasis on looking how to retain our maternity and paternity returners
- ▶ We will look to see how we can adapt our family policies to support staff
- ▶ We will look to see how we can better support flexible working in our organisation.