



Gender Pay Gap **Report 2019**



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The gender pay gap is the difference between the average earnings of people who identify as men and women, throughout the company and across all roles.

A gender pay gap does not mean unequal pay – unequal pay occurs when two people performing the same role are paid differently. Comparing like for like doesn't tell the whole story. It is important to take into account the different kinds of roles that people who identify as men and women actually occupy, the different salaries associated with those roles, and the reasons behind that disparity. Our gender pay gap reflects the fact that we have an uneven distribution of gender at different role levels and within some higher paid roles such as some technology and professional roles within the Company. This is not a pay issue, it is a representation issue, and it is improving.

The numbers below are a snapshot of We Plan Group (which includes We Fight Any Claim) employees pay on the 5th April, 2019 and 5th April 2018. You can see the percentage difference between the average hourly rates of pay between people who identify as men and women. It also captures the mean and median difference in bonuses paid to men and women for each year. You can also see the percentage of men and women in each pay quartile.

Pay and Bonus Gap

	Mean * 2019	Mean 2018	Median * 2019	Median 2018
HOURLY PAY	16.9%	19.2%	16.2%	9.4%
BONUS PAID	28.9%	13.2%	27.2%	6.4%

Bonus Awarded

Proportion of bonus awarded for the 12 months to April 2019 – Gap 11.8%



Fig 2 – This shows an 11.8% difference between the number of men and women being paid bonus for their performance in the 12 months to April 2019. This is an improvement from 2018 which reported a 15.2% gap.

Pay Quartiles

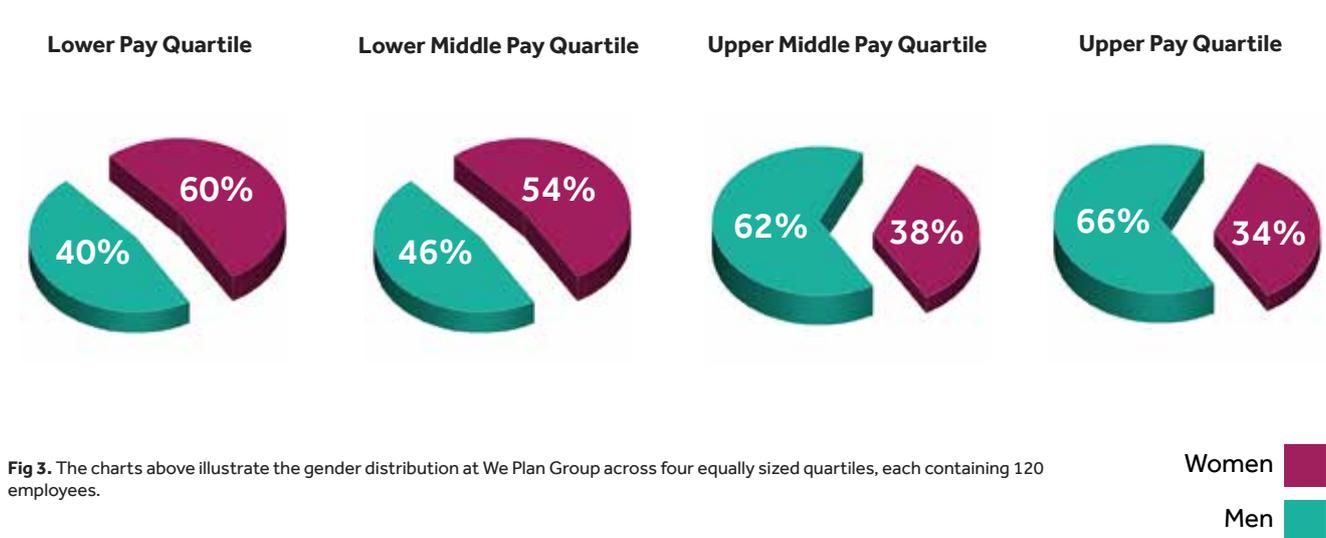


Fig 3. The charts above illustrate the gender distribution at We Plan Group across four equally sized quartiles, each containing 120 employees.

As an employer we think reporting on the Gender pay gap is a very positive step in helping to improve transparency to achieve greater diversity across UK businesses. Whilst we are pleased to see our Gender Pay Gap decreasing from 2018 figures, we continue to work to improve this position further. We continue to adopt an inclusive and fair strategy for recruitment and pay reviews and believe that this is beginning to impact positively. The Group increased the number of positions in its legal department, which tended to attract a greater number of female applicants, and eventual candidates. The other areas where the Group recruited during this period was its salesforce which tended to attract candidates balanced equally between male and female genders.

11.8% more men received bonus than women, which is an improvement from last year's figure of 15.2%, however, the difference between the average of men's and women's bonus amount was 28.9% which was significantly more than the previous year - 13.2%.

Our Action Plan

As a result of our 2017 Gender Pay Gap figures we committed to monitor gender representation across three main levels of seniority. It is pleasing to see a steady improvement of females in senior and middle manager positions for the three years in focus:

LEVEL	% of Males 2019	% of Females 2019	% of Males 2018	% of Females 2018	% of Males 2017	% of Females 2017
Clerical /Non Managerial Roles	46%	54%	46%	54%	46%	54%
Middle Managers	55%	45%	57%	43%	60%	40%
Senior Managers	56%	44%	57%	43%	64%	36%

Our recruitment and selection processes will continue to be based on merit, and will follow a formal structure to ensure fairness and a lack of bias. We will continue to develop marketing and communication which is inclusive and encourages applicants from all sectors of our community, giving us the benefits of a truly balanced workforce.

Our salary frameworks now detail how much we will pay for each role and the pay process and bonus schemes will continue to include an overview stage to ensure employee performance and any resultant pay increments are applied fairly, consistently and are performance related.

We are confident that men and women are paid equally for doing equivalent jobs in our business, but our figures show that we still have work to do to improve the number of women in senior and other higher paid positions.

We are continuously looking for ways we can support our employees to stay healthy and productive and want to create an environment where a good work/life harmony is the norm and working for the Company can be seen as accessible and appealing to everyone. We are working hard to make real progress towards closing the gap and making sure that everyone who works for the Company is rewarded fairly for their work and is supported to excel.

I confirm the data reported is accurate.



Richard Thomas
Chief Executive
1st March, 2020

Definitions

***Mean Gender Pay Gap**

The difference between the average of men's and women's pay.

This is calculated by adding together the hourly rate of pay of all male employees and dividing it with the number of male employees – gives the mean hourly rate of pay for men. The hourly pay rates of all female employees is added together, then divided by the number of female employees – this gives the mean hourly rate of pay for women. The mean hourly rate of pay for women is then subtracted from the mean hourly rate of pay for men. This result is then divided by the mean hourly rate of pay for men and multiplied by 100. This shows the mean gender pay gap in hourly pay as a percentage of men's pay.

***Median Gender Pay Gap**

The difference between the midpoints in the ranges of mens and womens pay.

The hourly pay rates of all male employees is arranged from highest to lowest, and the hourly rate that is in the middle of the range is identified – this is the median hourly rate of pay for men.

The process is repeated for all female employees.

Subtract the median hourly rate of pay for women from the median hourly rate of pay for men, then divide the result from the median hourly rate of pay for men and multiply this by 100. This gives the median gender pay gap in hourly pay as a percentage of men's pay.

Summary of Figures

Mean Gender Pay Gap	16.9%	Median Gender Pay Gap	16.2%
Mean Bonus Gender Pay Gap	28.9%	Median Gender Bonus Pay Gap	27.2%
% in Receipt of Bonus	Male 58.8% Female 47.0%		

Quartile	% Men Per Quartile	% Women Per Quartile
Lower Pay Quartile (0% - 25%)	40%	60%
Lower Middle Pay Quartile (25% - 50%)	46%	54%
Upper Middle Pay Quartile (50% - 75%)	62%	38%
Upper Pay Quartile (75% - 100%)	66%	34%



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Richard Thomas
Chief Executive

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