

WeFight  
AnyClaim



# Gender Pay Gap Report 2017



# Pay And The Bonus Gap

## Pay difference between men and women

	Mean *	Median *
HOURLY PAY	14.1%	5.3%
BONUS PAID	29.1%	48.8%

Fig. 1. The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5th April 2017). It also captures the mean and median difference between bonuses paid to men and women at We Fight Any Claim in the year up to 5th April 2017.

## Our gender pay gap does not mean unequal pay

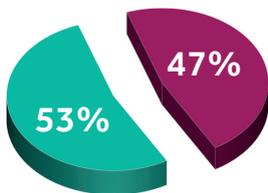
Unequal pay occurs when two people performing the same role are paid differently. The gender pay gap reflects the fact that currently, we have an uneven distribution of gender at different role levels, with the more senior roles within the business being held disproportionately by men.

This is not a pay issue, it is a representation issue.

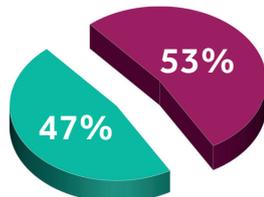
**We are confident that men and women are paid equally for doing equivalent jobs in our business.**

# Pay Quartiles

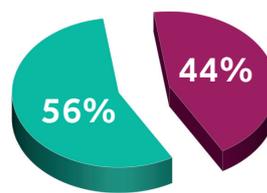
Lower Pay Quartile



Lower Middle Pay Quartile



Upper Middle Pay Quartile



Upper Pay Quartile

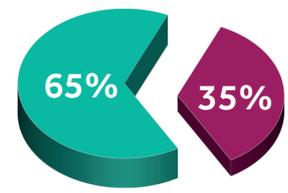


Fig. 2. The charts above illustrate the gender distribution at We Fight Any Claim across four equally sized quartiles, each containing just over 150 employees.



## Bonus Awarded

### Proportion of bonus awarded for the 12 months to April 2017



Fig. 3. This shows a 5.1% difference between the number of men and women being paid bonus for their performance in the 12 months to April 2017.

Whilst our mean gender pay gap for hourly pay and for bonus pay is significantly less than the average for the Financial Services sector (27.5% and 51.2% respectively) we are committed to reducing our gender pay gap and are passionate about fairness, equality and inclusion.

We will do this by ensuring our recruitment and selection processes are accountable and applications are considered fairly from male and female employees and from full and part time candidates. Overall, our employee numbers are evenly split between male and female and our aim over the next 2 years is to measure and monitor the gender split at the three main levels of role, aiming to further close the gap at each level:

- Director/Senior Manager
- Middle Managers and
- Non Managerial

Our action plan includes strategies to develop and encourage under-represented groups, to help us deliver gender equality in our business, giving us the benefits of a truly balanced workforce.

Our pay processes, and bonus schemes will be overviewed annually to ensure gender equality.

We will continue to work towards the Investors in People Gold standard for 2018 and beyond.

We are confident that as we progress towards a greater balance, our gender pay gap will reduce.

I confirm the data reported is accurate.

**Richard Thomas**  
Chief Executive  
1st March, 2018.

## 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 by 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 pay rate for women is then subtracted from the mean hourly pay rate for men. This result is then divided by the mean hourly pay rate 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 women's 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 this 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 Pay Gap	14.1%	Median Pay Gap	5.3%
Mean Bonus Pay Gap	29.1%	Median Bonus Pay Gap	48.8%
% In Receipt of Bonus	Male 45%		
	Female 39.9%		

Quartile	% Men Per Quartile	% Women Per Quartile
Lower Pay Quartile (0%-25%)	53%	47%
Lower Middle Pay Quartile (25%-50%)	47%	53%
Upper Middle Pay Quartile (50%-75%)	56%	44%
Upper Pay Quartile (75%-100%)	65%	35%



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**“We are confident that men and women are paid equally for doing equivalent jobs in our business”**

**Richard Thomas**  
Chief Executive

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