



**GENDER PAY  
GAP REPORT  
2024**



**Inclusive  
Employers  
Standard**  
Bronze  
Accreditation 2024

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# INTRODUCTION

## WHO WE ARE



**WE ARE WITHERSLACK GROUP.**  
**THE UK'S LEADING EDUCATION PROVIDER FOR CHILDREN AND YOUNG PEOPLE WITH SPECIAL EDUCATIONAL NEEDS AS EVIDENCED BY SECTOR LEADING OFSTED JUDGEMENTS, UNMATCHED PLACEMENT STABILITY, SCHOOL ATTENDANCE AND OUTCOMES FOR YOUNG PEOPLE.**

Our track record of success and sector-leading Ofsted judgements has been achieved through an ethos of high aspiration, placement stability through our 'team around the child' approach, unique in-school therapy solutions and our inspiring environments. These all combine to optimise life opportunities for children and young people, give confidence to parents and carers, and deliver unmatched value for local authorities.

Our focus on support, care and acceptance allows each young person to develop as an independent individual, equipped with the knowledge, experience and life skills to look to the future with increased confidence and aspiration. We are truly proud of the role we play in changing the lives of young people and helping them to realise their full potential.

We believe that our employees across all business areas are key to delivering the above. With that in mind, we have a strong focus on ensuring that not only are our pay and benefits market leading, but also are fair and equitable. For the vast majority of our roles we follow national pay scales and this is supported with a robust process around external benchmarking. Our career pathways, internal development and apprenticeship programmes also support our commitment to equal opportunities, diversity and inclusion for all.



# UNDERSTANDING THE GENDER PAY GAP

THIS GENDER PAY GAP REPORT COVERS ALL WITHERSLACK GROUP EMPLOYEES, INCLUDING THE BOARD OF DIRECTORS. THE REPORTING DATE IS 5TH APRIL 2024 AND THE DATA WITHIN THIS REPORT REFLECTS OUR ORGANISATION'S SNAPSHOT AT THIS POINT IN TIME. THIS INCLUDES ALL PEOPLE ACROSS ALL BUSINESS FUNCTIONS.

## GENDER PAY GAP VS EQUAL PAY

The Gender Pay Gap is the difference in average pay for men and women across an organisation. This is different to equal pay which is the right for men and women to be paid the same when doing the same or similar work.

## WHAT DO THE MEAN AND MEDIAN FIGURES ACTUALLY MEAN?



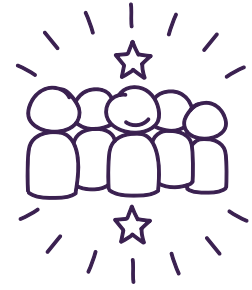
A positive percentage figure shows that, mainly or totally, female colleagues have lower pay or bonuses than men.



A negative percentage figure shows that, mainly or totally, male colleagues have lower pay or bonuses than female. A zero percentage figure would show no gap between the pay or bonuses of male and female colleagues - no gender pay gap.



# OUR RESULTS



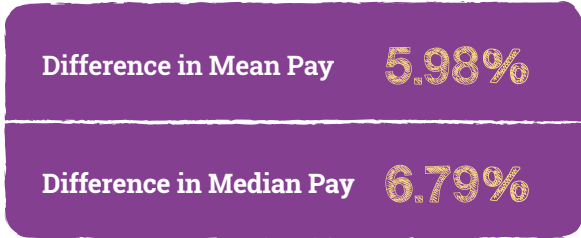
AS A BUSINESS, WE ARE MADE UP OF 63.5% (1623 HEADCOUNT) FEMALES IN EMPLOYMENT IN COMPARISON TO 36.5% (933 HEADCOUNT) MALES.

We see higher female representation across all our pay quartiles, which is reflective of the fact that they make up the majority population of our workforce. This is in line with the industry reliance on female workers in the sector.



### How the median pay gap is calculated -

The median is the midpoint of the hourly pay levels of all our employees. The gap between the median male pay and median female pay is then divided by the median male pay and expressed as a percentage.

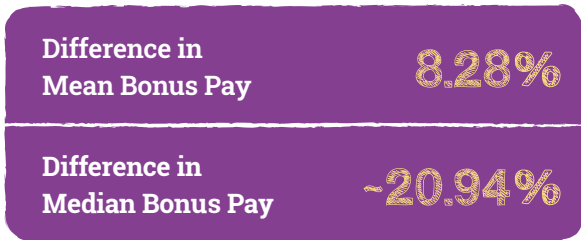
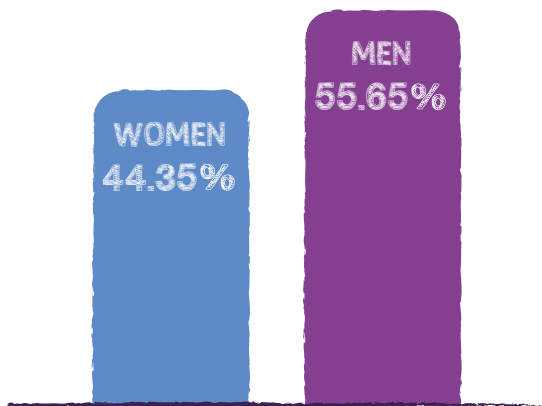


At Witherslack Group our Gender Pay Gap is **6.79%** (median). This is lower than the national average gender pay gap of 13.1% for all employees, inclusive of both full time and part time (Source Office for National Statistics 2024 provisional data). As a company we have seen an improvement from our previous results in 2023 where the Group's Gender Pay Gap was 8.98% therefore narrowing our gender pay gap. We are pleased with this positive improvement, however, we are committed to continuously improve. We typically have more people in lower paid roles (e.g. teachers, teaching assistants, cooks, maintenance workers) than in higher paid roles, for example head teachers. Our lower paid roles have a higher percentage of female workers which can be seen in the Lower and Lower Middle quartile, which reduces the median pay for females.

This will also impact the Mean Pay in the same way as more employees in the Lower and Lower Middle quartiles results in more employees on lower hourly rates.

In contrast to this, in the Upper and Upper Middle quartiles women make up the higher percentage overall and this is more reflective of the workforce split.

### Proportion of men / women who received bonus in the relevant period



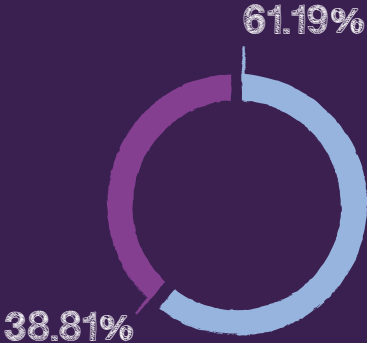
All of our bonus payments are performance driven. There are multiple elements to the bonus payments and some are impacted by external factors. This year a higher number of males were eligible to receive a bonus which impacted our Mean bonus pay and meant it was skewed towards males. Females however had a higher median bonus payment.

# PAY QUARTILES

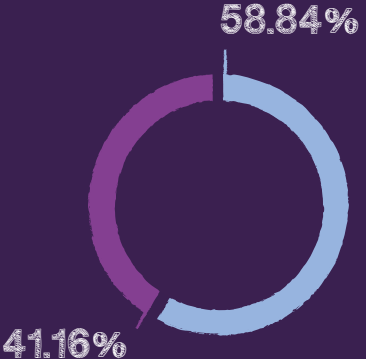


## Quartile split

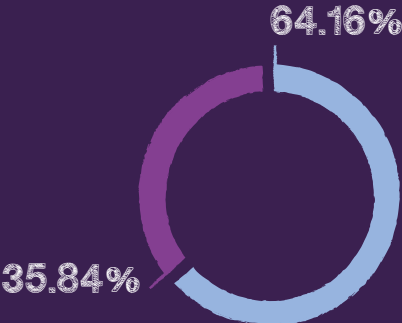
Upper Quartile



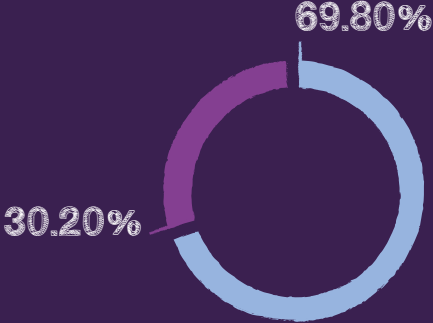
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

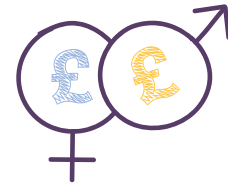


Our pay quartiles are reflective of the split of our workforce of 63.5% females and 36.5% males.

Within the Lower Quartile we have a significantly higher proportion of women. This is because a number of roles which would fall in this quartile are term time or part time roles which have traditionally attracted this demographic.

# TACKLING THE GENDER PAY GAP

WITHERSLACK GROUP IS COMMITTED TO PAYING EVERYBODY FAIRLY FOR THE JOB THEY DO, REGARDLESS OF GENDER.



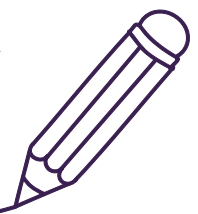
To that end we pride ourselves on having best in sector pay and benefits, our policies and pay guidance supports this ethos and reflects the diverse roles and responsibilities available within the Group. The majority of roles at Witherslack Group are based on national pay scales, and our pay policy is transparent and based upon clearly defined, non-gender specific roles within the Group.

## COMMENTS FROM THE CHIEF EXECUTIVE OFFICER

I am pleased to be able to share with you the Witherslack Group Gender Pay Gap Report for 2024. It is especially encouraging to see the continued improvement in our Gender Pay Gap this year. Whilst we always recognise that our data is in many ways reflective of the sector and the workforce composition, this shows that our strategic plans around ESG/EDI are already having a positive impact. This strong focus on being a diverse and inclusive employer will continue to be a key pillar of our overall Group strategy. I was delighted that Inclusive Employers announced that our Group had gained Bronze Accreditation in 2024 following a detailed review and we are continuing our journey with them. Another element of our strategy in relation to ESG/EDI is to make sure we have a continued focus on ensuring that our pay and benefits are sector leading and that our policies and procedures reflect our commitment to ensuring that everybody working for Witherslack Group is fairly rewarded for the job that they do.

I confirm that the information and data reported in this Gender Pay Gap Report for 2024 is accurate as at the snapshot date 5 April 2024.

**Tracey Fletcher-Ray**  
Chief Executive Officer



[WITHERSLACKGROUP.CO.UK](http://WITHERSLACKGROUP.CO.UK)

