

gender pay gap wealth at work limited

4 April 2025 – snapshot date 5 April 2024



gender pay gap - summary.

Gender pay gap figures look at all the people employed Wealth at Work Limited on the snapshot date (in this case 5 April 2024) and compares the pay of all the women to all the men using a prescribed methodology from the UK government.

The gender pay gap does not take into account people's roles or seniority. The gender pay gap is not the same as equal pay which means that men and women performing equal work, or work of equal value, must receive equal pay.

The gender pay gap looks at the following areas:

- ☐ percentage of men and women in each hourly pay quartile;
- ☐ mean (average) gender pay gap for hourly pay;
- ☐ median gender pay gap for hourly pay;
- ☐ percentage of men and women receiving bonus pay;
- ☐ mean (average) gender pay gap for bonus pay; and
- ☐ median gender pay gap for bonus pay.

gender pay gap – what are the metrics

01

What is the median?

The median involves listing all the numbers in numerical order. The median is the middle number or a combination of the two middle numbers. The median for both men's and women's hourly pay is calculated and the percentage difference is reported.

02

What is the mean?

The mean average involves adding up all the numbers and dividing the result by the number of values in the list. The mean average for both men's and women's hourly pay is calculated and the percentage difference is reported.

03

What are the Pay Quartiles?

The distribution of men and women is shown in pay quartiles. In simple terms, these are calculated by splitting the whole workforce into four equal sized bands based on hourly pay, from highest paid to lowest paid. The percentage of men and women is then calculated for each band.

gender pay gap - summary.

pay gap

16.2%

mean hourly gap

19.7%

median hourly gap

Figures based on the following employee numbers

wealth at work limited	relevant employees	full pay relevant employees
male	241	227
female	112	106
total	353	333

bonus gap

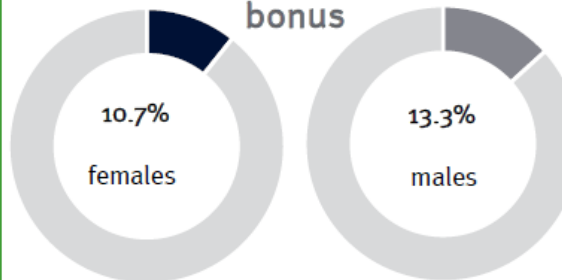
7.3%

mean bonus gap

32.6%

median bonus gap

percentage receiving a bonus



pay quartiles

■ female ■ male

UPPER

17.9%

82.1%

UPPER
MIDDLE

24.1%

75.9%

LOWER
MIDDLE

34.9%

65.1%

LOWER

69.9%

30.1%

gender pay gap - details.

pay gap

mean pay

hourly rate (£)



27.29



22.88

median pay

hourly rate (£)



26.70



21.43

key:



male



female

bonus gap

bonus metrics are calculated on all relevant employees, rather than only the fully paid relevant employees.

relevant employees

received bonus (#)

received bonus (%)



241

32

13.3



112

12

10.7

total

353

44

12.5

mean (£)

median (£)



12,660.09

13,675.00



11,736.33

9,217.50

pay quartiles

employees

lower

lower middle

upper middle

upper



227

25

54

63

69



106

42

29

20

15

total

333

83

83

83

84

employees (%)

lower

lower middle

upper middle

upper



68.2

30.1

65.1

75.9

82.1



31.8

69.9

34.9

24.1

17.9

commentary.

Wealth at Work Limited provides equal opportunities and treatment for all workers, irrespective of their sexual orientation, gender identity, age, marital status, pregnancy, civil partnership, race, religion, or disability. The Organisation performs periodic typically, and benefit audits and assesses job functions and pay grades as needed to guarantee an equitable structure

In relation to our Gender Pay Gap (GPG) figures, we are reporting a mean hourly pay gap of 16.2% and a median hourly pay gap of 19.7%, based on a total workforce of 353 employees. This compares to last year's figures, which showed a mean hourly pay gap of 13.3% and a median hourly pay gap of 18.9%, based on 305 employees.

The slight increase in both the mean and median gaps can be attributed to changes in the composition of our workforce, including the recruitment of roles in higher-paying departments, were the representation of male employees remains predominant such as our Advisory team, the largest team within the business that continues to be a male dominated role throughout the industry. Additionally, certain senior roles that are typically, higher paid remain less balanced in terms of gender representation, such roles have a low turnover rate and include founding stakeholders which influence the overall gender pay gap.

commentary.

In relation to our GPG figures for bonuses, we report a mean bonus gap of 7.3% and a median bonus gap of 32.6%, based on a total workforce of 353 employees. This represents a significant improvement compared to last year's figures, which showed a mean bonus gap of 40.6% and a median bonus gap of 33.3%, based on 305 employees.

The reduction in the mean bonus gap reflects positive progress in narrowing the disparity between male and female employees in terms of bonus payments. However, the higher median bonus gap indicates that while the overall mean gap has improved, there are still certain roles or senior positions where the gender distribution of bonus payments remains unequal. This is particularly influenced by the concentration of men in the higher-paying Adviser roles with larger bonus potential.

In relation to our GPG figures across pay quartiles, the distribution of male and female employees has shifted slightly compared to last year. When compared to the previous year, the notable shift is seen in the Lower Quartile, where the proportion of female employees has increased significantly from 46% to 69.9%, indicating a higher representation in lower-paying roles.

commentary.

In contrast, the Upper Quartile has seen a decrease in female representation from 21.3% to 17.9%, reflecting the ongoing challenge of achieving gender balance in higher-paying Adviser roles and limited turnover in senior roles.

The Upper Middle and Lower Middle quartiles show relatively stable gender distributions, with women holding a slightly larger proportion of roles in the lower-middle quartile.

commentary – our continued commitment

Following this report, we remain committed to addressing these disparities through targeted initiatives aimed at increasing gender diversity, particularly in Adviser roles and senior roles, where possible and ensuring equal opportunities for career progression across all levels of the business. We will continue to monitor these figures and look for ways to advance gender equality and enhance opportunities for women to develop into higher-paying, senior roles within the organisation.

We will continue to take steps to drive fairness and inclusion across all levels of the business.

I confirm that I have reviewed the data used and that to the best of my knowledge and belief the required elements are accurately expressed in accordance with the regulations



Stuart Payne
Chief Financial Officer
Wealth at Work Limited