

# Gender and ethnicity pay gap report

Data as of 5 April 2022





## Summary from Lizzie Downes, whg Deputy Chair and Diversity and Inclusion champion

**We are proud of the work we do in creating sustainable and resilient communities. It is only by ensuring our workforce is representative of the people we serve that we can do this successfully; creating an inclusive workplace enables us to understand the needs and ambitions of our customers and communities and to create services that best support them.**

This report sets out our commitment to building a diverse and talented workforce reflective of our customers, where every individual's unique background is valued and everyone has the opportunity to contribute.

This year we have published our ethnicity pay gap data within this report as a further demonstration of our commitment to transparency and inclusion.

We are proud to have seen our gender pay gap narrow for a third year running while our ethnicity pay gap has reduced significantly compared to last year.

Whilst we are making good progress, we acknowledge that there is a lot more to do to ensure diversity at every level within whg. We remain committed to tackle this. As a result of

our commitment to continuous improvement we have set out clear actions for the year ahead.

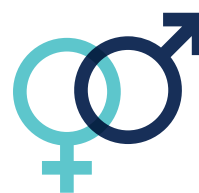
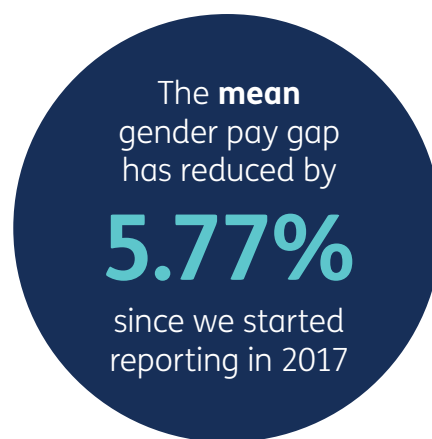
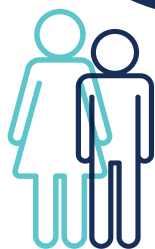
These include more targeted career development opportunities for female colleagues, supporting them to obtain more senior roles. We also plan to further establish our inclusion network for colleagues, to recognise and celebrate our diverse talent whilst providing clear pathways for career development.

We are in the process of recruiting a Head of Inclusion and Organisational Culture to embrace these challenges and deliver real change through the creation of our new inclusion strategy.

The diversity of our communities is what makes our region a great place to live and work. We want to reflect that diversity within our organisation as we work to build a stronger, healthier, more inclusive society that our customers and colleagues can be proud of.

Publishing this data is just one step in a long journey to improve equality at whg. We are committed to taking these steps to ensure we create an inclusive culture that nurtures talent and allows every individual the opportunity to flourish and help us to achieve our goals.

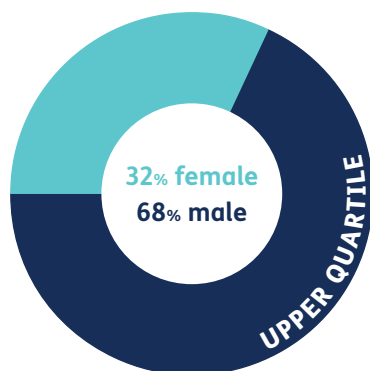
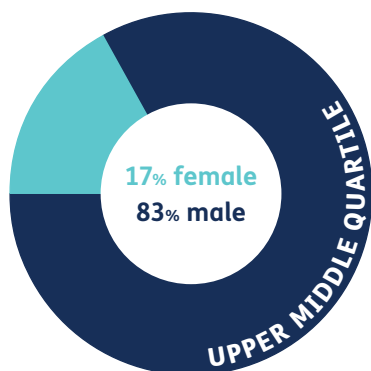
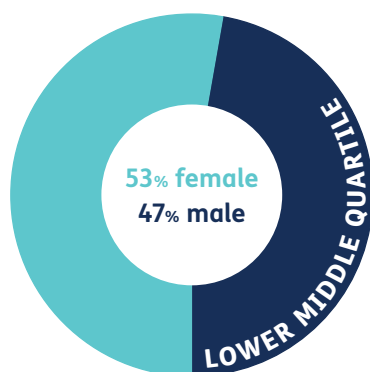
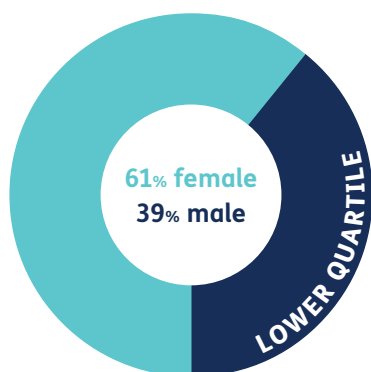
## Gender pay gap: Headline figures



## Distribution

Gender split across the organisation remains consistent for a fourth year, with male colleagues making up around 60% of our workforce and female colleagues making up around 40%.

### Gender distribution within each pay quartile



### Key terminology

#### Mean:

The mean figure represents average salaries and can be skewed by a small number of extremely high or low values.

#### Median:

The median figure separates the higher figures from the lower figures and is a more accurate reflection of the pay gap.

#### Quartile:

We capture salary data and divide the entire range into four segments of equal size, known as quartiles.

# Ethnicity pay gap: Headline figures



## Distribution

We hold ethnicity data for 89% of colleagues. Of these colleagues, Black, Asian and minority ethnic (BAME) colleagues make up around 22% of our workforce and White British colleagues make up around 78%.

### Ethnicity distribution within each pay quartile



### Key terminology

#### Mean:

The mean figure represents average salaries and can be skewed by a small number of extremely high or low values.

#### Median:

The median figure separates the higher figures from the lower figures and is a more accurate reflection of the pay gap.

#### Quartile:

We capture salary data and divide the entire range into four segments of equal size, known as quartiles.

## Our plans

We have identified a number of actions that we will take over the next 12 months to further reduce our gender and ethnicity pay gaps.

- We will shortly be appointing a new Head of Inclusion and Organisational Culture who will develop and deliver our new Inclusion Strategy.
- We are committed to increasing the number of female trades colleagues, with the help of our apprenticeship programme. Whilst we have seen some success we are excited to develop this further.
- Our internal management and leadership development offer has supported opportunities for female colleagues to obtain more senior roles and increase their pay. We recognise that there is more for us to do in order to deliver targeted career development opportunities for female colleagues.
- As our inclusion networks become more established our ambition is that they recognise diverse talent and provide clear pathways for career development.
- Relaunching our colleague voice network to ensure colleagues from diverse backgrounds have the opportunity to contribute to policy and business decisions.
- Reaffirming our commitment to being a Disability Confident Employer after achieving Level 3 status in 2022, ensuring our recruitment practices continue to be inclusive in respect of disability.
- Achieving Living Wage Employer status from April 2023 supports our efforts to ensure colleagues from all backgrounds and at all levels are paid fairly for their work.

