

gender pay gap wealth at work limited

5 april 2023



gender pay gap - summary.

The gender pay gap measures the difference between men and women's average earnings. It 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.

On 5th April 2023, Wealth at Work Limited employed 305 staff of which 99 (32.5%) were female and 206 (67.5%) were male.

Wealth at Work Limited results are shown below:

- The mean gender pay gap is 13.3%.
- The median gender pay gap is 18.9%.
- The mean bonus pay gap 40.6%.
- The median bonus pay gap 33.3%.
- The proportion of male employees receiving a bonus is 85.4% and the proportion of female employees receiving a bonus is 84.8%.

gender pay gap - details.

Pay gap

Mean pay

	Hourly rate
	£26.50
	£22.97

Median pay

	Hourly rate
	£25.81
	£20.94

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 %
	206	176	85.4%
	99	84	84.8%
Total	305	260	85.2%

	Mean	Median
	£8,720.29	£3,000.00
	£5,181.02	£2,000.00

Pay quartiles

Number of employees

	Full pay relevant employees	Lower	Lower middle	Upper middle	Upper employees
	204	40	48	57	59
	94	34	27	17	16
Total	298	74	75	74	75

Percentage of employees

	Full pay relevant employees	Lower	Lower middle	Upper middle	Upper
	68.5%	54.0%	64.0%	77.0%	78.7%
	31.5%	46.0%	36.0%	23.0%	21.3%

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 pay and benefit audits and assesses job functions and pay grades as needed to guarantee an equitable structure.

While there is statistically a pay difference between male and female employees in terms of mean average income and mean average bonus, we note that 5 of the 10 highest salaries paid within Wealth at Work are paid to females, holding senior positions within the business. In addition, a large proportion of our workforce hold the position of Financial Advisers, which continues to be a male dominated role throughout the industry. This professional position demands a higher salary and a competitive bonus element in order to attract and retain talent. This element of our workforce therefore distorts the overall statistics of our 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