

Gender Pay Gap Report

Snapshot date April 2025

Background

Walsingham Support is required to report its gender pay gap in accordance with legislation that came into force in April 2017. The Equality Act 2010 (Gender Pay Gap Information) requires all organisations who employ 250 or more people to report on their gender pay gap.

Walsingham Support is aware that from 2027, employers including charities must publish mandatory Gender Equality action plans alongside gender pay gap data. These plans will detail actions to tackle pay disparity and take proactive steps to close the pay gap in the organisation.

Our goal as a charity in the care sector is to be a diverse, inclusive organisation where our people thrive and respond to the people we support with fairness and empathy.

The gender pay gap measures the difference between men and women’s average earnings in an organisation, but it does not consider the various roles or levels of seniority of our employees.

It is important to consider that an employer with an effective equal pay policy can still have a gender pay gap if the majority of one gender are in lower paid jobs.

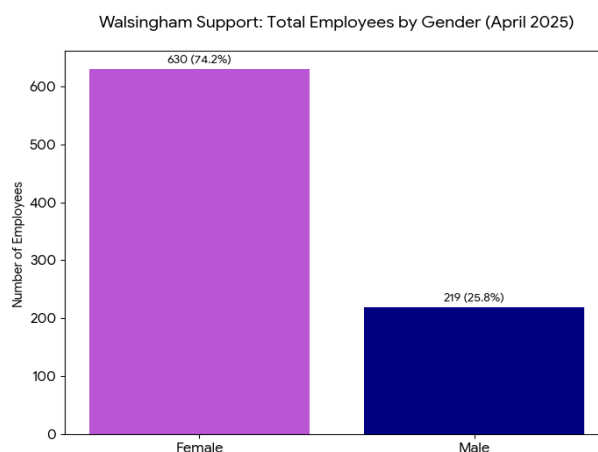
Data

Reporting category	% Difference
Mean gender pay ap <ul style="list-style-type: none"> • Female mean salary: £20,278 • Female mean hourly rate: £13.64 • Male mean salary: £20,199.04 • Male mean hourly rate £13.57 	<ul style="list-style-type: none"> • 0.4% (lower salary for males) • 0.5% (lower hourly rate for males)
Median gender pay gap <ul style="list-style-type: none"> • Female median salary: £23,809.50 • Female median hourly rate: £12.21 • Male median salary: £23,809.50 • Male median hourly rate: £12.21 	<ul style="list-style-type: none"> • Equal salary • Equal hourly rate
Proportion of males and females in each quartile <ul style="list-style-type: none"> • Top quartile <ul style="list-style-type: none"> ○ Female: 141 ○ Male: 71 	<ul style="list-style-type: none"> • 66.5% female employees make up the top 25% • 33.5% male employees make up the top 25%

<ul style="list-style-type: none"> • Upper middle quartile <ul style="list-style-type: none"> ○ Female: 147 ○ Male: 66 • Lower middle quartile <ul style="list-style-type: none"> ○ Female: 179 ○ Male: 34 • Lowest quartile <ul style="list-style-type: none"> ○ Female: 163 ○ Male: 48 	<ul style="list-style-type: none"> • 69% of females make up the upper middle quartile • 31% of males make up the upper middle quartile • 84% of females make up the lower middle quartile • 16% of males make up the lower middle quartile • 77% of female’s makeup the lowest quartile • 23% of males make up the lowest quartile
Mean bonus gender pay gap	<ul style="list-style-type: none"> • Male: £177.53 • Female: £152.81
Median bonus gender pay gap	<ul style="list-style-type: none"> • Male: £70.27 • Female: £75.00
Proportion of males receiving a bonus	28/115 = 24.3%
Proportion of females receiving a bonus	87/115 = 75.7%

Key findings

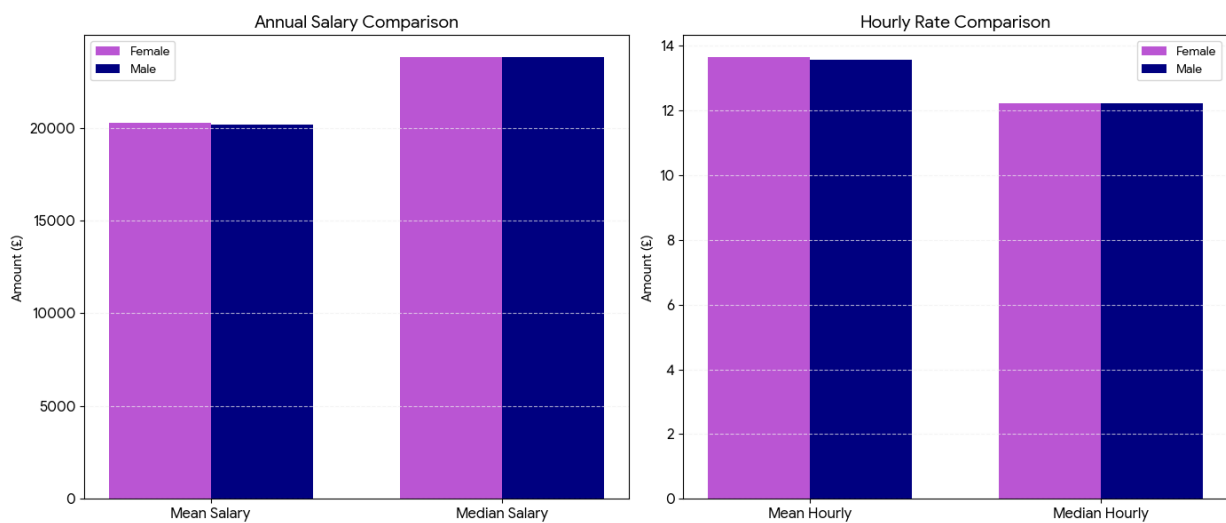
Walsingham Support had a total of 849 employees in post on the snapshot date of April 2025. There were 630 employees (74.2%) that identified as female and 219 employees (25.8%) that identified as male. Therefore, our organisation is a predominantly female workforce, and we employ substantially more women than men across our organisation. This comes as no surprise as over 85% of the social care workforce is female.

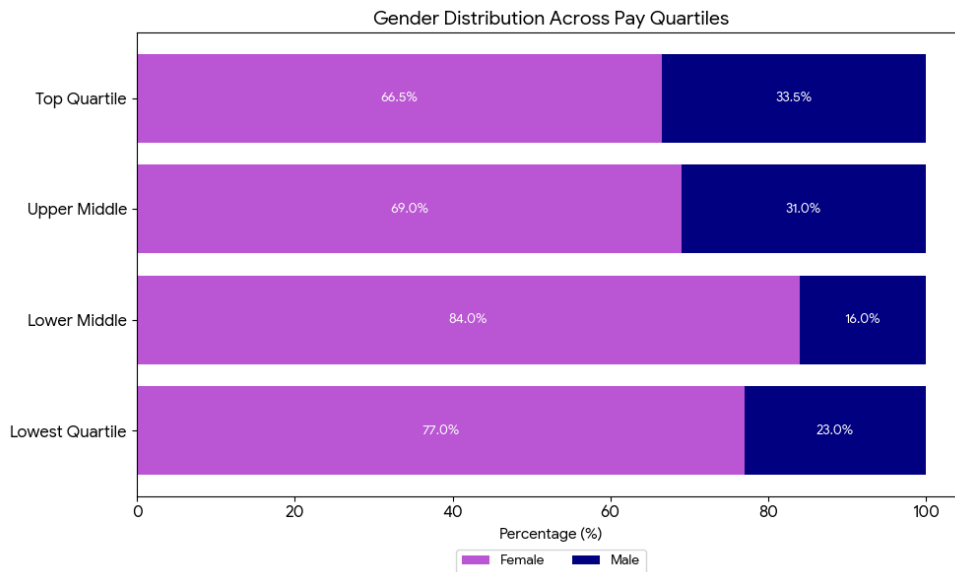


The mean hourly rate for women is £13.64 and for men it is £13.57. The mean annual salary for women is £20,278 and for men £20,199.04. The annual salary between both men and women is 0.4% lower for men as of the snapshot date which is a narrower margin than the previous year where the mean salary was 4.8% lower for men than women.

The median hourly rate for women is £12.21 and the median hourly rate for men is also £12.21 which is evidence that we have managed to close and retain the equilibrium between both genders. The median salary for women is £23,809.50 and for men it is also £23,809.50. The median salary (midpoint) was 1.12% higher for females in the previous year but the gap has closed and is at equilibrium as of the snapshot date.

The factors that contribute to this are that in previous years the Executive Leadership Team has consisted of more women than men (For example in April 2024 the Executive Leadership Team was 71% female) however as of the snapshot date 60% of individuals identified as male and 40% identified as female. Similarly, the senior leadership team consisted of 10 women (62.5% of the team) and 6 men (37.5% of the team). In order to ensure the gap remains closed, the organisation is also working to improve promotion pipelines, encourage flexible working and continue with a bias free recruitment process.





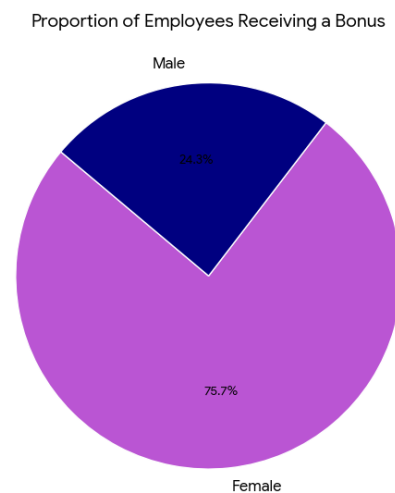
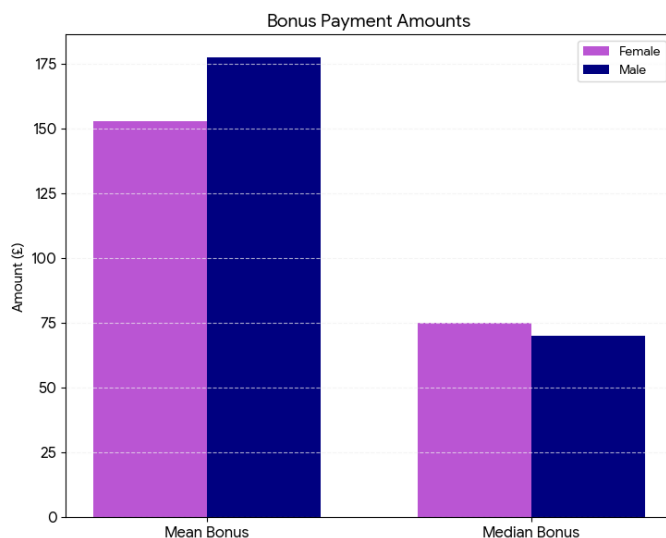
Bonus payments

From April 2024 - April 2025 there were 115 bonus payments made to people at Walsingham Support. These bonus payments comprised of payments for recruitment referrals, long service, and performance.

The snapshot date shows that a higher percentage of women than men received these bonus payments. A total of 87 females and 28 males received a bonus payment during this time.

The mean (average) bonus payments for males were £177.53 and the mean payment for females was £152.81.

As indicated by the bonus data, Walsingham Support will incentivise performance through large bonus payments although this is not common. There is also a shift in the organisation of moving away from large financial awards for events such as long service.



Statement

Walsingham Support has and continues to be committed to equality and diversity and employs people according to the requirements of the role and not according to their gender.

Walsingham Support is also committed to improving low pay across the organisation and adult social care sector, striving to ensure we pay fairly and equitably, paying on average above the National Living Wage where possible.