



# Gender Pay Gap Report

2019



**"At WGC, we are passionate about creating an inclusive culture where all team members can grow and develop."**

**Martin Birch, CEO**

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The gender breakdown in the organisation is 85% female to 15% male. Although the roles are non-gender specific and are open to all, it is still perceived to be a female oriented sector. Most housekeeping roles are part-time which attracts people looking for a job that meets their work life balance expectations.

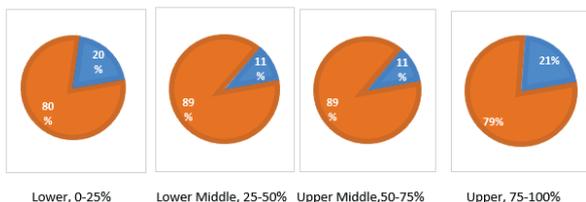
We work hard to ensure that we have worked towards having gender balance in a sector that traditionally, women are over represented in roles that tend to be lower paid. We have achieved this through internal promotion, career development and active participation in the apprenticeship scheme. This is evidenced by the fact that at the manager level, which attracts a higher salary, we still have a higher female ratio of 79.21%.

We will continue to look at ensuring the recruitment, retention and rewards are analysed continually to ensure fairness and inclusion.

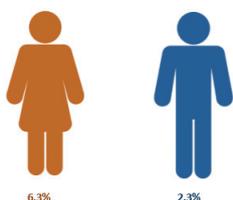
WGC are a full member of the Ethical Trading Initiative, having been able to evidence that we meet the criteria of the Base Code. This includes ensuring that a living wage is paid and no discrimination is practised.

	Women's earnings are:
Mean gender pay gap (pay/hour)	4.1% lower
Median gender pay gap (pay/hour)	0% lower
Difference in mean bonus payments	52.66% lower
Difference in median bonus payments	1.56% lower

## Proportion of men and women in each pay quartile (%)



## Proportion of men and women receiving a bonus payment:



Approximately women receive higher bonus payments than men.

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Report issued: 21st March 2019  
Report complied by WGC's HR Team



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