

Gender Pay Gap Report 2022

This is **Wild Life Group Ltd trading as Yorkshire Wildlife Park ('WLG')** annual gender pay gap report for the snapshot of 5 April 2022. This is the first report the group has published.

This report is based on a total of 398 Employees being employed on the snapshot date of which 140 were Male and 258 were Female.

Across WLG we have an hourly mean gender pay gap of 17% and a median of 4% in favour of men.

In April 2022 50% of the appointed WLG Executive Directors were female and on the operational Board, 66% in attendance were female.



Report Summary

- Our mean gender pay gap using hourly pay is 17%
- Our median gender pay gap using hourly pay is 4%
- Our mean gender bonus pay gap is 15%
- Our median gender bonus pay gap is 8%
- The proportion of males receiving a bonus is 34% and the proportion of females receiving a bonus is 66%

Pay Quartiles by Gender

This table shows the percentage of men and women in each hourly pay quartile, with band A being the lowest paid and band D the highest paid quartile.

Band	Males	Females	
A	37%	63%	All employees whose standard hourly rate is within the lower quartile
B	21%	79%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	37%	63%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	45%	55%	All employees whose standard hourly rate is within the upper quartile

All employees within the Group that carry out the same role are paid the same hourly rate irrespective of gender. All pay levels are regularly fully reviewed, with all job roles being fully evaluated to ensure fairness and are commensurate with the level of responsibilities and skills required.

Bonus Pay

The gender pay gap in bonus pay by mean was 15% in favour of men and by median 8%.

All staff receive Bonus payments based on the business achieving set performance targets and are calculated at a % of the individuals gross earnings for that year.

The reason for the difference in bonus pay is primarily that overall women in the organisation work less hours than men and therefore their gross pay is less.

How does our Gender Pay Gap compare?

When comparing with the mean gender pay gap for the whole economy (according to the October 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 11.3%. At 17%, our mean gender pay gap is higher than the whole economy, however we know that this is due to female employees outnumbering male employees at the lower end of our pay scale.

The median gender pay gap for the whole economy (according to the October 2022 ONS ASHE figures) is 8.2% and therefore more positively and reflective of our same hourly rate being irrespective of gender, our median gender pay gap is at 4%, which is significantly lower than the whole economy.

Gender Pay Gap

WLG is fully committed to doing everything it can to reduce the gender pay gap. We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

We will continue to monitor and review pay levels across the whole group and promote equal pay.

