

**Gender pay gap 2019** We have been reporting our Gender pay gap since 2017. The Gender pay gap is the difference in earnings between all men and all women who work in an organisation. It relates specifically to the percentage difference between the mean or average hourly earnings of men and women and the difference between the median or mid-point salary for men and women.

Gender pay reporting is not the same as equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. This has been the law since 1971.

**Our Gender pay gap is 8.4%** When calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, **our gender pay gap for 2019 is 8.4%** for the mean or average salaries of men and women. **This is a 2.9% improvement on our 2018 gender pay gap of 11.3%.**

In the UK, the gender pay gap among all employees fell from 17.8% in 2018 to 17.3% in 2019.

The Woodland Trust approach is that we pay all employees fairly for the role they perform regardless of gender. However, like many organisations there can be a difference between the pay for each gender when pay is looked at as a whole, across the organisation and an average taken.

Some of the reasons for this disparity include:

- The different types of roles men and women perform. For example we have a lot of administrative roles that are predominantly filled by women and are lower paid than some of our forestry/outdoor roles which in our experience to date are more likely, but not exclusively, to be held by men;
- Although we have both men and women in our workforce who work part-time or work flexibly, the majority of these are currently working mothers and their reduced working hours bring down their total pay and therefore the average female pay figure;
- Women taking maternity leave or a career break are included in the statistics as employees with zero earnings, which increases the pay gap calculation.

This compares with a UK gap of 17.3% between the average salaries of men and women. The Trust's figures are as follows:

1. The mean gender pay gap for Woodland Trust is 8.4%
2. The median gender pay gap for Woodland Trust is 9%
3. The mean gender bonus gap for Woodland Trust is 0%, as no bonuses were paid
4. The median gender bonus gap for Woodland Trust is 0%, as no bonuses were paid
5. The percentage of male employees in Woodland Trust receiving a bonus is 0.0% and female employees in Woodland Trust receiving a bonus is 0.0%
6. Woodland Trust pay quartiles percentages of men and women are as follows:

Band	Males	Females	Description
A	38.8	61.2	The percentage split between male and female employees whose standard hourly rate places them at or below the lower quartile*

<b>B</b>	36.9	63.1	The percentage split between male and female employees whose standard hourly rate places them above the lower quartile* but at or below the median
<b>C</b>	47.7	52.3	The percentage split between male and female employees whose standard hourly rate places them above the median but at or below the upper quartile*
<b>D</b>	60.8	39.2	The percentage split between male and female employees whose standard rate places them above the upper quartile*

\* Quartiles are the values that divide a list of numbers into quarters. The four quarters that divide a data set into quartiles are:

- The lowest 25% of numbers
- The next lowest 25% of numbers (up to the median)
- The second highest 25% of numbers (above the median)
- The highest 25% of numbers

Whilst we have a relatively good balance of males and females in roles paid above the median, we have many more females than males in lower paid roles, which also tend to be part time roles. Some of the reasons for this are outlined above; though taking up a part time role in a lower paid role may be a choice that individuals, both female and male, have consciously made.

The Trust already offers the following which can help to decrease the gender pay gap:

- Flexible working opportunities that are open to both men and women
- Regular monitoring and reviews of pay and progression
- Regular reviewing of individual career development and an organisation wide talent management programme

We are working to encourage more women into the site manager role specifically, and conservation/forestry sector in general. This includes working with those in our existing teams to better understand motivations and help inform future recruitment campaigns.

The Trust is committed to equal pay and where possible, reducing the gender pay gap and will continue with the following activity:

- Continuing with regular monitoring of salaries and reviews of pay and progression
- Training of line managers in non-discriminatory recruitment and promotion practices

Signed



Darren Moorcroft  
Chief Executive Officer