

Introduction

Gender pay reporting regulations require employers with 250 or more employees to publish statutory information every year showing how large the pay gap is between their male and female members of staff.

Like most organisations, WDP has a gender pay gap, but we are committed to reducing that gap each year, with the ultimate long-term goal of eliminating it altogether.

In this latest gender pay gap report, which holds the data reported in April 2022 we are pleased to share that our gender pay gap mean has reduced from 10% in 2021-22 to **6.7%** in **2022-23** with our median reducing to **2%**.

Gender pay gap

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce.

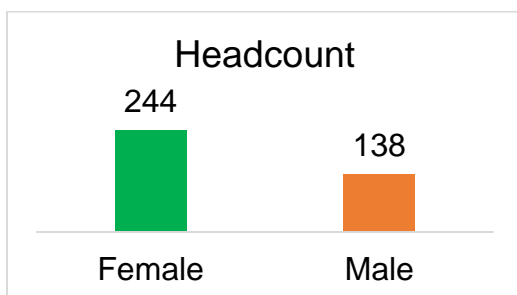
The gender pay gap is different to equal pay. Equal pay is the legal right for men and women to be paid the same when doing the same work or work of equal value. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation.

Our employees

For this 2023 report, we looked at the pay information of 382 employees on the snapshot date of **5 April 2022**.

This includes full-time and part-time staff members on the WDP payroll.

244 were women and **138** were men.



Our figures

Mean pay gap

This is based on average salary. It is the difference (shown as a percentage) between the average hourly pay that female and male staff receive.

Median pay gap

This is the middle salary point if you separately lined up all the female staff and male staff. It is the difference between the hourly pay rate of the middle female compared to the middle male. It can be more representative than the mean calculation because it is less affected by a handful of higher or lower salaries.

At WDP for our **2022 reporting period**:

- Our pay gap was **0%** when comparing women’s and men’s median (average) hourly pay.
- When looking at the mean (average) hourly pay, the gender pay gap is **6.7%** which is a reduction from 10% in 2021-22.



Pay quartiles

In our 2023 reporting period, the percentage of men and women in each quartile of WDP’s payroll was as follows:

	Men	Women
Lower quartile	28.13%	71.88%
Lower middle quartile	44.21%	55.79%
Upper middle quartile	35.79%	64.21%
Upper quartile	36.46%	63.54%

Bonus data

WDP does not offer bonuses to its employees.

Our commitment

Although we have been able to reduce our gender pay gap over the course of the last five years, there remains more to do.

We will continue to work towards reducing our pay gap between men and women in the following ways:

Responding to the diverse needs of our employees

In October 2021, we launched a new pay and reward package, putting in place improved conditions and benefits to support a happy, healthy, and impactful workforce.

This sector-leading package includes:

- Improvements to flexible working arrangements
- Introducing more family-friendly benefits such as enhanced parental leave and a day off for a child's very first day at school.
- Time off for difficult circumstances such as miscarriage and domestic abuse.

As well as listening to our people, we undertook research and benchmarking work, and this benchmarking is something that we will be doing every two years from now on.

We will continue the development of our diversity, equity and inclusion (DEI) work via our DEI group (made up of employees at all levels and across our organisation) and our DEI strategy which has been created by this DEI group.

Streamlining our salary bands and recruitment campaigns

- We have **lifted the bottom and narrowed the range of each pay band** to reduce the variation of pay within pay bands.
- We have **introduced anonymous sifting of applications** for all paid roles.
- We have **increased the advertising of flexibility** within our job adverts.



Gender Pay Gap Report 2023

About WDP

WDP delivers safe, effective and innovative services that transform thousands of lives every year.

Our expertise in supporting adults and young people affected by drug and alcohol issues has been developed over the last 30+ years. We also offer specialist services that focus on employability, mental health, sexual health, and smoking cessation.

As a charity, we are mostly funded by local authorities who commission us to deliver high-quality services to their communities, but we also receive donations, grant funding and corporate support.

Working together, we make sure people are supported and empowered to make positive life changes.

For more information, visit www.wdp.org.uk.

A handwritten signature in black ink, appearing to read 'A Whitton', with a decorative flourish at the end.

Anna Whitton, Chief Executive Officer

If you have any questions about this report, please contact:

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