



Gender pay gap 2020. 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 average or mean gender pay gap for 2020 is 11.2% When calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, **our mean gender pay gap for 2020 is 11.2%**. This is the gap between the mean or average salaries of men and the mean or average salaries for women. **This is a 2.8% change from our 2019 gender pay gap of 8.4%.**

This compares with a UK gap of 15.5% between the average salaries of men and women.

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 many administrative roles that are predominantly filled by women and are lower paid than some of our forestry/outdoor roles which across the sector as a whole 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.

The Trust's figures are as follows:

1. The mean gender pay gap for Woodland Trust is 11.2%
2. The median gender pay gap for Woodland Trust is 11.3%
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 | 32.6 | 67.4 | The percentage split between male and female employees whose standard hourly rate places them at or below the lower quartile* |
| B | 36.3 | 63.7 | The percentage split between male and female employees whose standard hourly rate places them above the lower quartile* but at or below the median |
| C | 48.1 | 51.9 | The percentage split between male and female employees whose standard hourly rate places them above the median but at or below the upper quartile* |
| D | 57.0 | 43.0 | 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

What are we doing:

Whilst we have a good balance of males and females in higher paid roles, 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.

We recruited a dedicated Head of Diversity & Inclusion reporting directly to the CEO, to help us address any gender bias in our recruitment and development opportunities. We believe this will ensure we are working harder to promote more women into senior roles.

We have signed up to Show the Salary, a campaign dedicated to promoting salary transparency as there is evidence that this helps to prevent existing salary gaps being perpetuated. We are introducing blind recruitment, where all personal details to identify a candidate, including gender will not be shown on their application. Any decision to interview will be based on skill, knowledge, and experience.

We want to improve our support for staff if they need to care for others and help new parents when having a child or returning to work. We have reviewed our Family benefits offer to encourage more staff to take up the Shared Parental Leave. The Trust now offers 12 weeks full pay for those who are taking time out to share parental responsibilities. The benefit for Maternity and Adoption leave has also been increased from 6 weeks full pay to 12 weeks full pay.

We have improved our IT offer, to enhance remote working opportunities and expanded our virtual learning opportunities to support flexible working.

We continue to make sure our pay processes are working well and that we pay equally for the job, regardless of gender.



The Trust continues to offer the following which can positively impact 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, irrespective of gender.

We believe that these practices will positively impact our Gender Pay Gap, although we are aware this remains a long-term initiative and we expect to see that reduction occur over the next five years

Signed

A handwritten signature in black ink, appearing to be "Darren Moorcroft".

Darren Moorcroft
Chief Executive Officer