



Gender pay gap 2023. 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 2023 is 10.15%

When calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, **our mean gender pay gap for 2023 is 10.15%**. This is the gap between the mean or average salaries of men and the mean or average salaries for women. **This is a 0.65% improvement from our 2022 gender pay gap of 10.8%.**

This compares with a UK gap of 14.3% 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 in pay between genders 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, although we have more women than men overall that work for us, we have slightly more men in the highest paid roles, which is the main reason for our current gap. We also have many administrative roles that are predominantly filled by women. These are lower paid than some of our forestry/outdoor roles which across the sector as a whole are more often, but not exclusively, held by men.
- Working patterns. Around 20% of our staff work part-time: although this includes people of all genders, the majority are currently women with parental and/ or unpaid caring responsibilities. Their reduced working hours bring down their total pay and therefore the average female pay figure.
- Career breaks. Although we offer shared parental leave to all parents, the majority of those taking a career break are women taking maternity leave, who 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 10.15%
2. The median gender pay gap for Woodland Trust is 7.17%
3. The mean gender bonus gap for Woodland Trust is 0%
4. The median gender bonus gap for Woodland Trust is 0%
5. The percentage of male employees in Woodland Trust receiving a bonus is 0% and female employees in Woodland Trust receiving a bonus is 0%
6. Woodland Trust pay quartiles percentages of men and women are as follows:



Band	Males	Females	Description
A	34.25	65.75	The percentage split between male and female employees whose standard hourly rate places them at or below the lower quartile*
B	38.62	61.38	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	40.0	60.0	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	56.55	43.45	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:

We recognise that lack of transparency around salary can perpetuate existing pay gaps. Since 2020 we have advertised all our roles with a salary. In 2021 we introduced anonymised recruitment, where all personal details to identify a candidate, including gender, are redacted from applications. We have implemented a Recruitment Policy to ensure consistency and equity in our recruitment processes, including our commitment that any decision to interview will be based on skill, knowledge, and experience.

We continue to offer a range of internal and external training and guidance for all employees to understand the potential impact of bias, including gender bias, on recruitment and development decisions. This includes e-learning modules on diversity and inclusion, unconscious bias and recruitment, all of which specifically highlight practical ways to manage bias, including gender bias.

We want to improve our support for staff if they need to care for others and help new parents when having or adopting a child or returning to work. We have reviewed our family benefits offer in the past few years to encourage more staff to take up the Shared Parental Leave. We continue to see a good take up of these benefits. We are looking at our occupational offering against these family friendly policies, including introducing carers leave.

We have created two new roles Workforce Planning Manager and Emerging Talent Lead to focus on development and progression opportunities internally, such as apprenticeships and secondments, which have enabled some of our women to progress into new roles.

We have strengthened our approach to diversity and inclusion and wellbeing by developing our employee networks, for example Menopause Café, Working Families, Carers, Mental Health First Aides, which enables opportunities for individuals to seek confidential support, as well as guidance both for those experiencing similar circumstances.



We continue to offer flexibility in working arrangements to improve work-life balance and attract a wider talent base for our roles across the UK, including a new Time Off in Lieu policy. We have updated our hybrid working policy to ensure equal opportunities to work from home and around home life. We've identified that a large percentage of our workforce work flexibly to this policy.

We continue to make sure our pay processes are working well and that we pay equally for the job, regardless of gender, reviewing the Gender Pay Report each year to understand and identify potential opportunities for reducing the gender pay gap.

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, 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.

Signed

A handwritten signature in black ink, appearing to read "D. Moorcroft".

Dr Darren Moorcroft
Chief Executive Officer