

2025 Gender Pay Gap Report

1. Introduction and Statutory Purpose

This report fulfills the statutory requirements for gender pay gap reporting for WWPAT based on data from the 2025 reporting period. In accordance with legal obligations, the methodology applied follows the "Guidance for employers on making calculations" as provided by GOV.UK. We present these findings to ensure full transparency regarding our pay structures and to provide an objective basis for our ongoing commitment to workplace equality.

2. Key Hourly Pay Gap Findings

The following headline figures represent the gap between the hourly earnings of men and women at WWPAT during the 2025 snapshot period:

- **Mean (Average) Gender Pay Gap: 20%**
- **Median Gender Pay Gap: 26%**

WWPAT's data indicates a significant gender pay gap: for every pound a man earns, a woman earns 80 pence, meaning women are, on average, paid 20% less than their male counterparts.

To provide full transparency, the hourly rates used to reach these calculations are detailed below:

Metric	Men	Women	Gap (%)
Mean (Average) Hourly Pay	£26.33	£21.04	20%
Median Hourly Pay	£19.20	£14.13	26%

3. Gender Distribution by Pay Quartiles

Child-centred

Collaborative

Curious

Challenging

The table below illustrates the distribution of the workforce across four equal pay quartiles, sorted from the highest hourly rates to the lowest.

Pay Quartile	Female %	Male %	Total Employees
1st Quarter (Highest Hourly)	83.90%	16.10%	118
2nd Quarter	83.90%	16.10%	118
3rd Quarter	87.29%	12.71%	118
4th Quarter (Lowest Hourly)	96.58%	3.42%	117

4. Contextual Analysis of the Workforce

WWPAT is a predominantly female organization, with women comprising **87.9%** of the total workforce (414 women compared to 57 men).

The identified gender pay gap is not a result of unequal pay for equal work, but is instead driven by Occupational Segregation. This refers to the disproportionate concentration of genders in specific types of roles. At WWPAT, the pay gap is mathematically anchored by the high volume of women in the lowest-paid roles. Specifically, in the 4th Quarter (Lowest Hourly), there are 113 women compared to only 4 men. This means women occupy 96.58% of positions in the entry-level quartile.

While women maintain a strong presence in the top tier (83.9% of the 1st Quarter), the sheer density of female staff in the lowest and lower-middle quartiles reduces the overall mean and median hourly rates for women across the organisation.

5. Historical Trend Analysis (2022–2025)

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Challenging

Over the past four years, total male representation within the organization has grown from 9% in 2022 to 12.1% in 2025. The following table tracks how this demographic shift has manifested across the pay quartiles.

Quartile	2022 (M/F)	2023 (M/F)	2024 (M/F)	2025 (M/F)
1st Quarter (Highest Hourly)	10% / 90%	10% / 90%	12.3% / 87.7%	16.1% / 83.9%
2nd Quarter	11% / 89%	13% / 87%	16.4% / 83.6%	16.1% / 83.9%
3rd Quarter	9% / 91%	13% / 87%	10.7% / 89.3%	12.71% / 87.29%
4th Quarter (Lowest Hourly)	2% / 98%	2% / 98%	4.0% / 96.0%	3.42% / 96.58%
TOTAL REPRESENTATION	9% / 92%*	10% / 90%	10.8% / 89.2%	12.1% / 87.9%

**Note: Figures for 2022 reflect historical records where rounding in source data resulted in a 101% total.*

Trend Summary: The data indicates a positive trend in diversifying the top half of the organization; male representation in the 1st Quarter (Highest Hourly) has risen from 10% to 16.1% since 2022. However, the gender pay gap remains persistent because the 4th Quarter (Lowest Hourly) remains almost exclusively female (96.58%). Until there is a more balanced distribution of genders in entry-level and support roles, the mean and median gaps will likely remain skewed.

6. Closing Statement

WWPAT remains committed to the principles of pay equality and transparency. By monitoring these trends annually and identifying the drivers of our pay gap, such as occupational segregation, we maintain accountability in our recruitment and career progression frameworks. We will continue to report these findings with the aim of fostering an inclusive environment for all staff.

WWPAT 2025 Gender Pay Gap Report

A summary of the 2025 Gender Pay Gap findings for WWPAT, highlighting a significant pay disparity driven by a heavily female workforce concentrated in lower-paid roles.

Workforce Distribution & Quartiles



88% Female Workforce

The organisation is predominantly female, with 414 women and 57 men.

Hourly Pay Disparity



20% Mean Gender Pay Gap

On average, women at WWPAT earn 80p for every £1 earned by men.

26%

Median Gender Pay Gap

The difference between the mid-point hourly pay for men versus women.

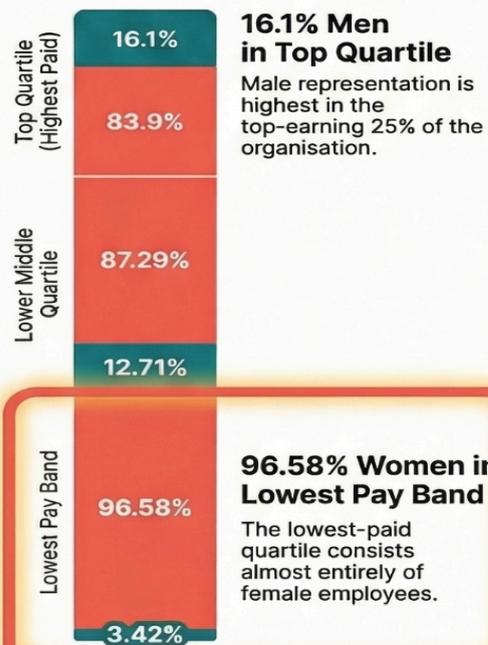


£5.29 Hourly Pay Difference

Men earn an average of £26.33 per hour compared to £21.04 for women.

Pay Quartile Distribution

Female Dominance Across Pay Levels



16.1% Men in Top Quartile

Male representation is highest in the top-earning 25% of the organisation.

96.58% Women in Lowest Pay Band

The lowest-paid quartile consists almost entirely of female employees.