

Gender Pay Gap Report 2023

This is **Wild Life Group Ltd trading as Yorkshire Wildlife Park** ('WLG') annual gender pay gap report for the snapshot of 5 April 2023. This is the second report the group has published.

This report is based on a total of 299 Employees being employed on the snapshot date of which 97 were Male and 202 were Female.

Across WLG we have an hourly mean gender pay gap of 12.4% and a median of 3.8% in favour of men.

In April 2023 50% of the appointed WLG Executive Directors were female and on the operational Board, 66% in attendance were female.



Report Summary

- Our mean gender pay gap using hourly pay is 12.4%
- Our median gender pay gap using hourly pay is 3.8%
- Our mean gender bonus pay gap is 0%
- Our median gender bonus pay gap is 0%
- The proportion of males receiving a bonus is 0% and the proportion of females receiving a bonus is 0%.

Pay Quartiles by Gender

This table shows the percentage of men and women in each hourly pay quartile, with band A being the lowest paid and band D the highest paid quartile.

Band	Males	Females	
A	36%	64%	All employees whose standard hourly rate is within the lower quartile
B	21%	79%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	37%	63%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	39%	61%	All employees whose standard hourly rate is within the upper quartile

All employees within the Group that carry out the same role are paid the same hourly rate irrespective of gender. All pay levels are regularly fully reviewed, with all job roles being fully evaluated to ensure fairness and are commensurate with the level of responsibilities and skills required. Since 2022 the most significant movement is that number of females in the highest paid quartile have increased by 6%.

Bonus Pay

The gender pay gap in bonus pay for both mean and median is 0%, as no bonuses were paid in the reporting period.

How does our Gender Pay Gap compare?

When comparing the median gender pay gap for the whole economy (according to the October 2023 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 14.3%. At 3.8%, our median gender pay gap is significantly lower than the whole economy, there has been a reduction of 0.2% from 4% in 2022, which is in line with ONS reports that “the gender pay gap has been declining slowly over time”.

Gender Pay Gap

WLG is fully committed to doing everything it can to reduce the gender pay gap. We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries. Since our report in 2022 our mean gender hourly pay gap, in favour of males, has reduced from 17% to 12.4%, which is due to more females being in senior higher paid roles.

We will continue to monitor and review pay levels across the whole group and continue to promote equal pay.

