

# GENDER PAY GAP REPORT 2022

As a UK employer with 250 or more employees, the CWGC is legally required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The regulations detail how we must undertake this reporting and also how we must publish the results of our report on our own website and a government website, within one calendar year of 5 April 2018, and then subsequently each year.

Our global team has over 1,250 employees. At the time of reporting, we employed 249 staff in the UK, split into both regional and Head Office teams.

We collected our data on the 5th April 2022, when our UK-based workforce consisted of 84 women and 165 men. Our female employee population represents 34% of the total UK-based workforce, the same percentage as 2021. Our core operational work of maintaining cemeteries and monuments attract predominantly male applicants whereas our office-based staff is more equally split in terms of gender diversity, where women make up 49% of the total population.

## WORKFORCE GENDER 2022



## WORKFORCE GENDER 2021



# PAY GAP

The gender pay gap shows the difference between the average (both the mean and median) earnings of men and women. This is expressed as a percentage of men's earnings over women's earnings.

The mean represents the average of the hourly rate of pay for men versus women.

The median is the mid-point of the hourly rate of pay for men versus the mid-point for women.

## PAY GAP

Women's earnings are higher than men's by:

	2022	2021	+/- Percentage Points
Median gender pay	-2.0%	-10.0%	+8.0
Mean gender pay	-5.0%	-5.0%	0

Our mean gender pay gap has remained the same, in comparison to last year's figures. Whilst we employ more men than women within the UK workforce, two thirds of our executive team are women, as is our Director General. At senior level, 46% of the team are women, however, in roles such as Gardeners and Masons, which are traditionally lower paid, 80% of the team are men, leading to an overall gender pay gap. Our gender pay gap is below the national average of 15.4% (Office for National Statistics, ONS, 2021).

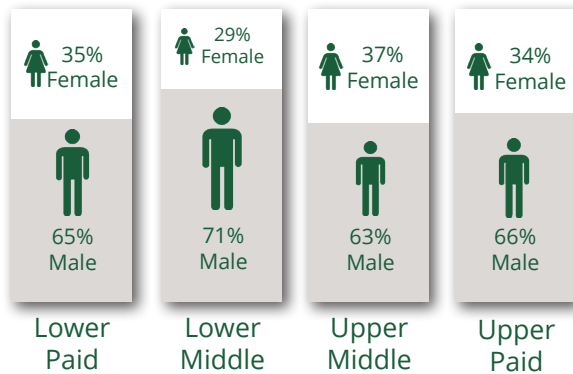
We are looking at ways we can minimise the pay gap, including reviewing our recruitment policies to include inclusive language to ensure that all our roles are equally attractive to men and women.

As the Commission has a small reporting population, minor changes can create big variances in our gender pay average and the appointment or departure of a small number of staff may impact heavily on the gender pay figures.

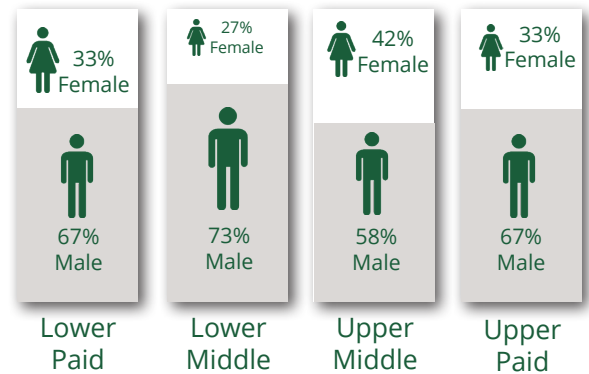


# GENDER BREAKDOWN PER PAY QUARTILE

Proportion of male and female staff in  
**QUARTILE PAY BAND 2022**



Proportion of male and female staff in  
**QUARTILE PAY BAND 2021**



The above illustrates the gender distribution across four quartiles. Our lower quartiles represent the operational roles including Gardeners and Stone Masons, which attract mostly male candidates, which is common within our industry.

## BONUS

Bonus payments are only made in exceptional circumstances and no bonuses were paid to any employees in this reporting period (April 2021-March 2022) therefore there is nothing to report on bonus payments..



# GENDER PAY REPORT SUMMARY

The gender pay gap is the percentage difference between men and women's median hourly earnings; it is not a measure of the difference in pay between men and women for doing the same job. The Commission pays males and females equally for doing like-for-like jobs.

The Commission strives for fairness and transparency, and we are committed to ensuring we pay equally for the job, regardless of gender. All our jobs are graded using a global grading system and salaries are benchmarked annually against several data surveys. Equality is a key element of our reward strategy, and we are committed to ensuring equal treatment regardless of gender.

Processes have been introduced to ensure fairness and consistency with reward specialists championing equal treatment. A global grading methodology is used to measure each job and each role is placed within a pay range that is benchmarked using a variety of sources. Regular audits are undertaken to ensure that our processes are followed, and that fairness and consistency is maintained.

The CWGC is committed in ensuring that men and women have equal opportunity to work at every level of our organisation and we continually review our people policies and practices to ensure gender equality throughout all grades.



## Declaration

I confirm that our data has been calculated according to the requirements of the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Claire Horton'.

**Claire Horton CBE**  
Director General



## Declaration

I confirm that our data has been calculated according to the requirements of the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Martha Desmond'.

**Martha Desmond**  
Chief People Officer