

Gender Pay Gap 2020



Introduction

At VWFS, we're strongly committed to creating a fair and equal environment for all. Our workplace is one where our employees have earned their roles through merit. Our recruitment approach embraces capabilities, not characteristics.

We recognise the industry is challenging itself to change its culture – and we are playing our part in the way we work, through our values and policies.

We do everything we can to support our employees as they manage their out-of-work commitments alongside their job-based obligations. That's why we go beyond our statutory requirements, helping to make sure colleagues can balance their priorities and contribute to the success of our business. Our approach includes promoting flexible working, as well as an agile working approach, where employees can take ownership of how and where they choose to work.

We're passionate about diversity, equality and respect in our workplace. In fact, fairness, respect and integrity are at the heart of our core beliefs. They're integral to our values, policies and practices – as well as to the fair and transparent way we approach pay and bonuses.

We have seen positive movement in our gender pay figures this year, which is a promising move for us as a company; as we describe on page 4, the gap is largely a consequence of our company demographics.

What is the Gender Pay GAP Report about?

Legislation requires UK employers with 250 or more employees to publish their gender pay gap. The gender pay gap measures the difference in the average pay of men and women.

The gender pay gap shouldn't be confused with equal pay which addresses the difference in pay for men and women carrying out the same, similar or equivalent work.

Our Results

The statutory calculation of ordinary pay includes basic pay and allowances (for example first aider, fire warden and on-call allowances). It does not include pay related to overtime, redundancy or termination of employment or pay in lieu of annual leave.



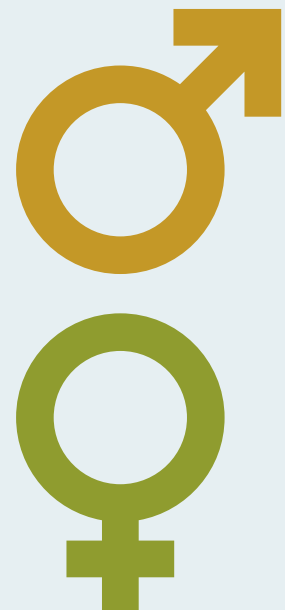
Mike Todd, Chief Executive Officer

A handwritten signature in black ink, appearing to read 'Mike Todd'.



Jean Smith, Chief Financial Officer

A handwritten signature in black ink, appearing to read 'Jean Smith'.



Ordinary Pay Gap*

This information shows our overall mean and median gender pay gap based on hourly rates of pay.

The indicative average gender pay gap for the financial services sector is 30%. At 22.4% our mean gender pay gap remains lower than our industry peers.

Our mean (average) ordinary pay gap is

22.4%

Our median (middle) ordinary pay gap is

32.3%

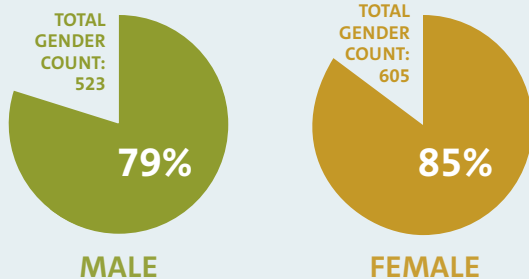
RATIO
48:52

TOTAL MALE
516

TOTAL FEMALE
555

Bonuses**

The information shows our overall mean and median gender pay gap based on employees who received a bonus in the relevant period.



The percentages show the bonus proportions paid within the relevant period by gender split.

Our mean (average) bonus gap is

34.1%

Our median (middle) bonus gap is

35.9%

RATIO
44:56

TOTAL MALE
411

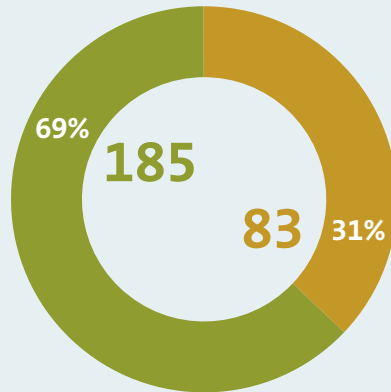
TOTAL FEMALE
513

Unlike the gender pay gap, the bonus gap is not pro-rated for hours worked or length of service during the year. Almost 18% of our workforce chooses to work part-time of which 90% are female and this is reflected in our bonus gap.

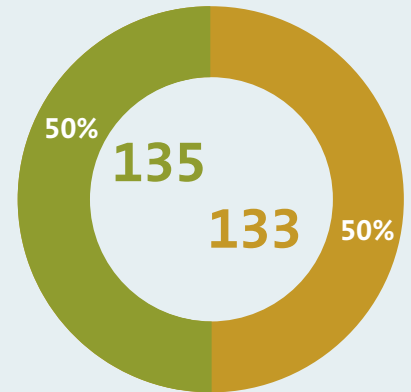
Salary Quartiles

Proportion of male and female employees split into four equal quartiles in order of hourly pay from highest to lowest

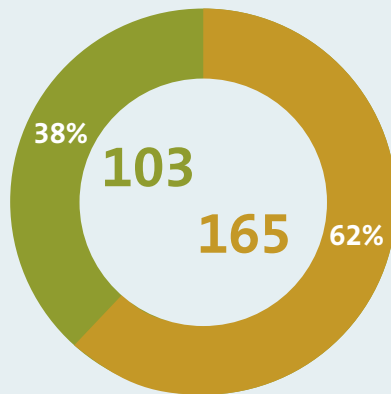
● MEN ● WOMEN



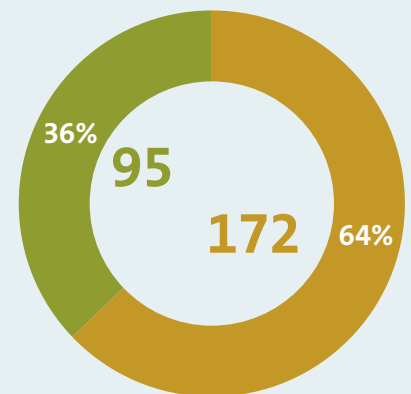
QUARTILE PAY
UPPER



QUARTILE PAY
UPPER MIDDLE



QUARTILE PAY
LOWER MIDDLE



QUARTILE PAY
LOWER

Salary Quartiles

Our approach to pay is gender neutral by design. Our analysis [this year] shows there has been a positive change in our gender pay gap that reflects our company demographics and organisational design changes. We continue to have fewer males occupying more junior roles – and it is this imbalance that results in the gender pay gap.

Much of this is driven by society, the data we collect around recruitment supports this analysis – we typically attract twice as many applications from females for junior roles within our customer services teams, whereas around two thirds of applications for specialist roles are from male candidates.

We have implemented new process and the use of a bias tool to help ensure our adverts are gender neutral, inclusive and attractive to all prospective applicants.

Typically, pay and bonus gaps are higher within the banking and financial services industry. However, we continue to come in below this average, and our figures are consistent with other companies within our industry.

We regularly review our pay by grade to ensure that men and women are treated equally and we are comfortable with our position in that respect.

