



Gender Pay Gap Report 2019

Our global team has over **1,200** employees. At the time of reporting we employed 283 staff split into both regional and Head Office teams.

We collected our data on the 1st April 2019, when our UK-based workforce consisted of **82** women and **201** men. Our female employee population represents 29% of the total UK-based workforce, up by 5% in comparison to 2018.

WORKFORCE GENDER 2019



WORKFORCE GENDER 2018



Whilst our core operational work of maintaining cemeteries and monuments attract predominantly male applicants, the Commission has created new part time, home based skilled roles in Community Engagement. These family friendly roles have been very popular with female applicants.

PAY GAP

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

	2019	2018	+/- Percentage Points
Median gender pay	6.0%	-1.0%	+7.0
Mean gender pay	4.0%	-5.0%	+9.0

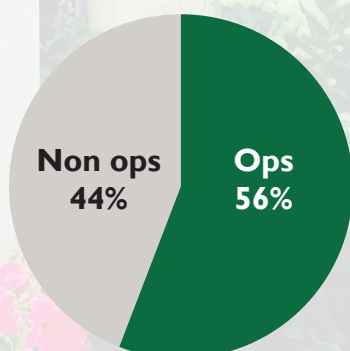
Our gender pay gap has risen this year, in comparison to last year's figures which is mainly due to our Intern Programme which started earlier in the year distorting the balance of our employee numbers. The Commission offers 36 people the opportunity to work in France and Belgium for 12 weeks.

Whilst the salaries for interns are based on the National Living Wage, the Commission covers in addition all travel costs and part of the accommodation costs. The programme has been very successful, and it has led to the establishment of an Intern Alumni where many have stayed on as CWGC Ambassadors. In addition, several Interns have joined us on a permanent basis in administrative roles with the opportunity to develop their careers in the future.

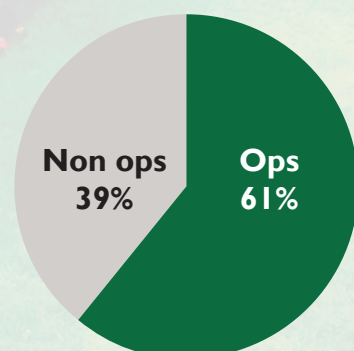
56% of our employees work within operational roles such as horticulture and specialist renovation which continues to predominantly attract more men. The relevant percentage in 2018 was **61%**



OPERATIONAL STAFF 2019

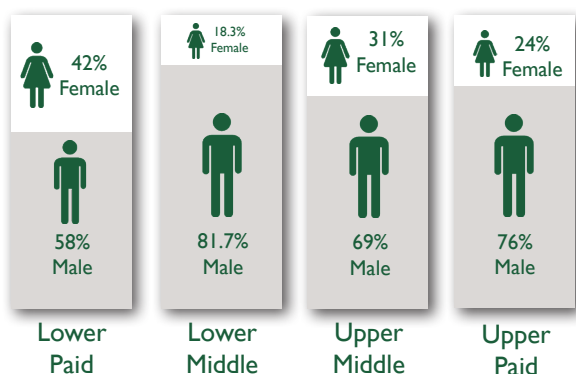


OPERATIONAL STAFF 2018

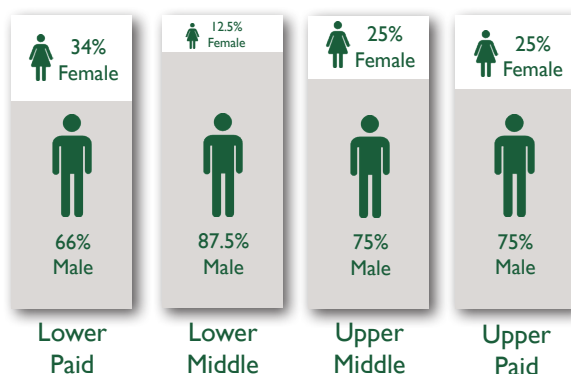


GENDER BREAKDOWN PER PAY QUARTILE

Proportion of males & females in each
QUARTILE PAY BAND 2019



Proportion of males & females in each
QUARTILE PAY BAND 2018



The above illustrates the gender distribution across four quartiles. The data confirms that women are under-represented in the lower middle quartile where most of our operational roles sit. **48%** of the women that we employ are in roles in the upper middle and top quartiles, in comparison to **52%** in 2018.

BONUS

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

Median bonus earnings

2019

-40%

2018

-4%

**+/-
Percentage
Points**

-54%

Women's mean bonus earnings are lower than men's by:

Mean bonus earnings

-56%

3%

-53%

In 2018 a small centenary bonus was paid to all staff, however due to a payroll processing delay there was a small number of staff that were not processed, and this was paid the following month, falling into this reporting period.

Bonus payments are only made in exceptional circumstances and due to the very small number of staff (3 people) received an exceptional achievement bonus. As the numbers receiving a bonus are so small, all variations have a significant impact on the report.

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 a number of data surveys.

In 2019 the Intern programme expanded, resulting in higher number of Interns. In addition, we have offered more part time roles. These factors contributed to the slight shift in our gender pay gap. The Commission continues to look for ways to encourage women to consider opportunities within the operational teams.



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 that reads "Victoria Wallace".

Victoria Wallace
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 that reads "J Redmond".

Jamie Redmond
Director of Human Resources