



# WW GBR Limited

## Gender Pay Gap Report 2020

# Message from Anna Hill, SVP and General Manager, UK



At WW, we are committed to being an organisation where all employees thrive and are supported to progress their careers, regardless of gender.

The data analysed in this report is based on a specific snapshot date, as set by the government, therefore all figures within this report referencing current snapshots are reflective as of 5th April 2020. As of this date, we had 1,104 female employees and 61 male employees, so we continue to have a strong female employee demographic. I joined WW in August 2019 as SVP and General Manager (having replaced a male), the highest paid role in the UK business, which has had a positive impact on our gender pay gap figures.

I am proud of all we're doing to be a diverse and inclusive employer and remain committed to making progress to close our gender pay gap. Our commitment is demonstrated by the five key focus areas detailed in this report. We have seen some great progress with our diversity strategy, our apprenticeship programme, a 27% increase in our male Coach population and more recently, in response to the global pandemic, we made a successful transition to remote working accompanied by wellbeing initiatives that have supported all employees through this time.

In this report we share our gender pay and bonus gap data based on the specific snapshot date.

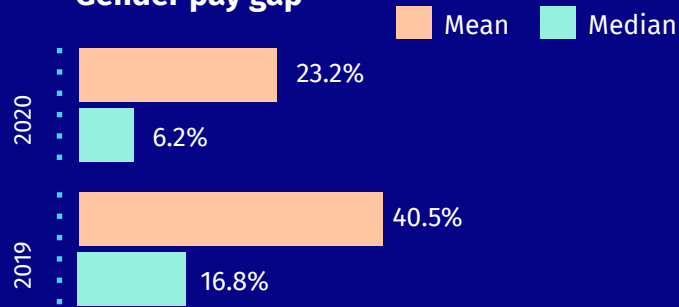
## Gender Pay Gap vs Equal Pay

**The gender pay gap is the difference in average pay for men and women across an organisation. This is different to equal pay, which is a direct comparison of men and women being paid the same when doing the same or similar work.**



# Our Numbers

## Gender pay gap



Our overall gender pay gap numbers have improved year on year with the mean gender pay gap reduced by 17.3% and the median gender pay gap by 10.6% since 2019.

**23.2%**

Mean gender pay gap

**6.2%**

Median gender pay gap

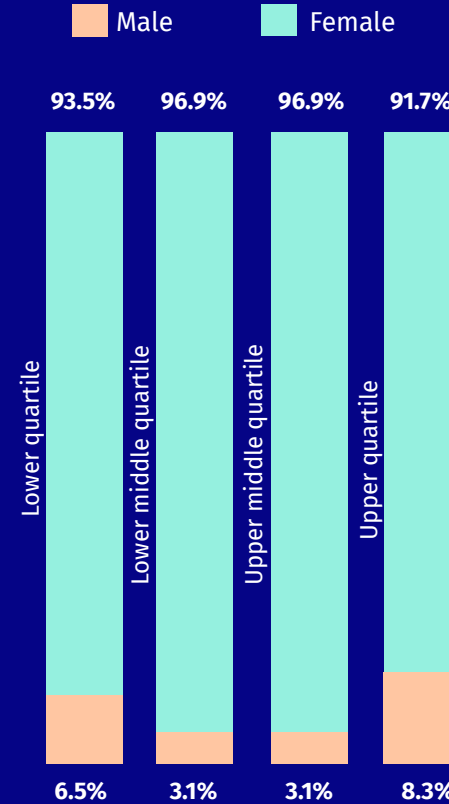
**52%**

Mean gender bonus gap

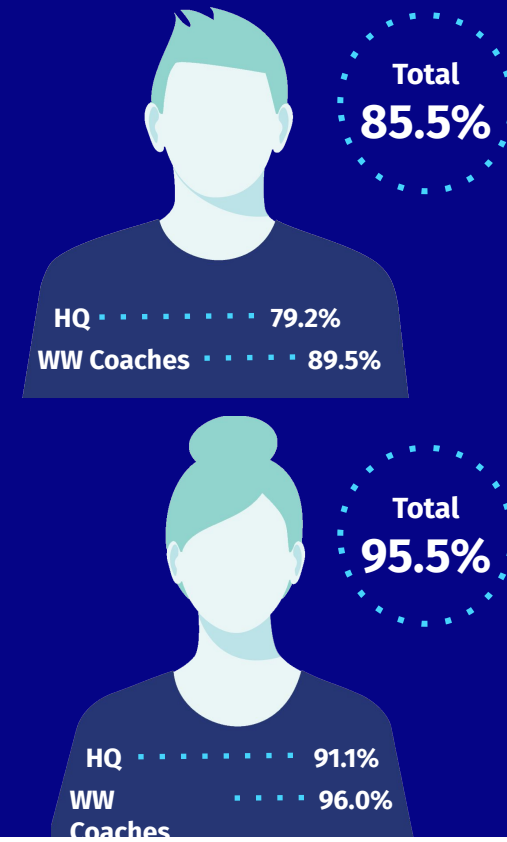
**29.6%**

Median gender bonus gap

## Pay quartiles



## Proportion of males and females paid a bonus



### Mean gender pay gap

The difference between the hourly pay of all male and female employees when added up separately and divided by the total number of the males and females in the workforce.

### Median gender pay gap

The difference between the pay of the middle male and middle female, when all of the employees are listed from the highest to the lowest paid.

### Mean and median bonus gap

The median and mean calculations are also applied to the bonus sums awarded to our employees over the twelve-months prior to the snapshot period.

### Quartile pay bands

The percentage of males and females in four notional, equal-sized pay quartiles (lower, lower middle, upper middle, upper).

### Bonus proportions

The percentage of male and female employees awarded a bonus. At WW, our bonus, recognition and reward approach is tailored to specific roles, but the government reporting structure requires all bonuses across the business to be compared into one average figure.

# What do our numbers mean?

Following analysis of our numbers based on the six measures of the gender pay and bonus gap, there are many factors that continue to impact our gender pay gap. At the snapshot date, the UK business had a total of **1,165 employees with the majority of 1,031 being our WW Coaches**, which makes up 88.5% of our total population.

## Our Leadership Team

During the snapshot period, our Leadership Team **continued to consist of mainly females** - out of our five Senior Leadership roles, four were held by women and one by a man. Also, we had six women and four men in Head of Department roles. The highest paid role in the UK business, SVP and General Manager, was filled by a woman. This contributes positively to reducing our gender pay gap, however her salary is distributed among 1,104 women for the purposes of these measures.

## Coach earnings

Due to the COVID-19 pandemic, our WW Workshops were closed in March 2020 therefore **Coaches were paid their average earnings** at the snapshot date. This was calculated on key earnings of any Workshops run in the six full weeks prior to lockdown, or the previous available six weeks for Coaches who had just returned to the business after long-term absence. As the majority of our employee population are Coaches, this potentially has an impact on our gender pay gap as the data may not be a true reflection of Coaches' actual earnings during that period.

## The changing shape of our workforce

In response to the unprecedented challenges faced by the business due to the pandemic, we have had to reduce our workforce over the last year. We have restructured both our Coach population and Corporate teams based on the **reduction of our physical footprint and new virtual ways of working**.

As of March 2021, our 429 UK employees consist of 396 females and 33 males. This will be reflected in our 2021 report.



# What are we doing to tackle our gender pay gap?

We continue to challenge ourselves to achieve greater diversity and gender balance at WW. To help us tackle the gender pay gap, we remain committed to the five key focuses as stated in our previous reports.

## 1. Supporting diversity

We are committed to “**Do Better and Be Better**” by driving change for a more equitable world, making diversity and inclusion a global business priority. Our **UK Inclusion and Diversity strategy** has been created to make a **positive difference** to our employees and members alike, with the support of our UK Inclusion and Diversity Action Panel to enable WW to continue to be a **diverse and inclusive employer**, and bring our purpose to life - *We inspire healthy habits for real life. For people, families, communities, the world - for everyone.*

## 2. Career progression

We always encourage **career development for our home-grown talent** and in 2020 we **utilised our apprenticeship levy** to develop our Corporate teams. As per our previous report, we continue to aim for a more gender balanced workforce whilst staying committed to supporting the development of our existing team and selecting the **best candidate for the job** regardless of gender.

## 3. Avoiding unconscious gender bias

To achieve more gender balance among our workforce, we track our applicants’ gender at interview stage. For vacancies in 2020, there was **almost a 50/50 split between male and female interview candidates**, slightly in favour of women due to the nature of the business. Also, following last year’s report, our **job descriptions and recruitment collateral were assessed** to attract more diverse talent, and those responsible for conducting these assessments were provided with relevant training on unconscious bias. As we have a strong female employee demographic, particularly among our Coach population, the Coach profile was reviewed with a specific focus on ensuring the language had no unconscious gender bias. This led to a **27% increase in male Coaches** since the 2019 snapshot date. We will continue to support our desire for a more equal balance of males and females, and raise awareness of unconscious bias.

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## 4. Fair and competitive salaries

Fair compensation remains a priority for us, therefore we make **pay and bonus decision-making based on data** and continue to undertake **salary benchmarking for all roles**. This is supported by the recent launch of our Global Career Framework, helping us to ensure our teams are rewarded consistently and fairly.

## 5. Flexibility, wellbeing and work-life balance

We understand the benefits of flexible working for our employees and these have been brought to the forefront during these unprecedented times. In response to the pandemic, we successfully **transitioned 100% our workforce to remote working** in 2020 and are currently planning a hybrid approach to future ways of working to **support flexibility and a better work-life balance**.

Also, we agree that it is more important now than ever to support employee wellbeing, especially with working remotely over the last year, so we have **launched several wellbeing initiatives** to ensure that employees feel supported. Some initiatives include group listening sessions, growing our team of WW Mental Health First Aiders and launching Mind Matters, a campaign supporting employees with their mental health at work and encouraging open conversations about mental health related topics. We continue to be passionate advocates of flexible working at WW and prioritise our employees' wellbeing.

# Disclosure

The information shared in this report demonstrates that we have made some progress in exploring opportunities and implementing initiatives that will help us to continue creating a fair and inclusive workplace for everyone. However, we acknowledge that WW continues to be predominantly female and understand the importance of tackling the gender pay gap. We remain committed to our focus areas to reduce the gap, whilst ensuring that we retain and develop our existing talent and hire the right people for the role, regardless of gender.

We have the opportunity and responsibility as an organisation to create a community that is diverse, equitable and inclusive, which supports our business mission and purpose. Promoting and supporting diversity and inclusion at WW is a key tenet of our future business strategy. Our commitment is to “Do Better and Be Better” and to build an inclusive culture that enables everyone to thrive, regardless of gender.

The introduction of our UK Inclusion and Diversity Action Panel in 2020 has been a catalyst in raising more awareness, driving a better culture, and improving engagement and productivity. We are looking forward to taking this from strength to strength in 2021 with a commitment to listening to our people, providing support and opportunities for learning and awareness and continually challenging ourselves to “Do Better and Be Better”.

As SVP and General Manager, UK at WW GBR Limited, I, Anna Hill, confirm that the information contained herein is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Anna Hill,**  
**SVP and General Manager, UK**