



Gender Pay Gap Policy

1. Policy Statement

Wizard Pi is committed to promoting equality, diversity and inclusion across our business. We believe that talent, contribution and opportunity should be recognised and rewarded fairly, regardless of gender.

We are committed to ensuring there is no unfair gender pay gap within our organisation and to taking meaningful action to address any disparities that may arise.

2. Our Legal Obligations

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, organisations with 250 or more employees are required to publish gender pay gap data annually.

Wizard Pi currently employs fewer than 250 employees and is therefore not legally required to publish gender pay gap reporting. However, we choose to adopt this policy voluntarily as part of our commitment to fairness, transparency and good employment practice.

3. What Is the Gender Pay Gap?

The gender pay gap measures the difference between the average earnings of men and women across an organisation. It is not the same as equal pay, which refers to paying men and women equally for the same or equivalent work — something Wizard Pi fully supports and upholds.

4. Our Approach to Pay and Progression

Wizard Pi is committed to fair and equitable pay practices.

We aim to ensure that:

- Pay is determined by role, responsibility, skills and experience
- Recruitment, promotion and progression decisions are based on merit
- All employees have equal access to development, training and progression opportunities
- Flexible working arrangements are considered fairly and consistently

We regularly review our pay structures and role responsibilities to ensure consistency and fairness across the business.

5. Recruitment and Career Development

To help minimise the risk of a gender pay gap developing, Wizard Pi:

- Uses structured and objective recruitment processes
- Avoids gender bias in job descriptions and role requirements
- Encourages applications from underrepresented groups
- Supports career development, mentoring and progression for all team members
- Promotes a culture where contribution and performance are recognised fairly

6. Monitoring and Review

While not required to publish formal gender pay gap data, Wizard Pi will:

- Monitor pay and progression across roles and levels where appropriate
- Review this policy annually
- Take reasonable steps to address any identified issues

We recognise that maintaining pay equality is an ongoing process and are committed to continuous improvement.

7. Responsibility

Overall responsibility for this policy sits with the Creative Director, who is responsible for:

- Reviewing pay practices and progression frameworks
- Ensuring this policy remains appropriate for the business
- Promoting equality, fairness and inclusion across Wizard Pi

All managers are expected to uphold the principles of this policy in their day-to-day decision making.

8. Commitment

Wizard Pi is proud to foster a supportive, inclusive and people-first culture. We believe that creating a fair and equitable workplace benefits our team, our clients and our business as a whole.

Approved & Authorised by:

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