

WESTMORLAND

Westmorland Limited Gender Pay Gap Report 2019

The gender pay gap measures the difference in earnings of men and women, expressed as a percentage of men's pay. In accordance with legislation, these figures are based on a 'snapshot date' of 5th April 2019. Westmorland Limited pays men and women the same rate of pay for doing equal work; however we employ significantly more women across the organisation than men and employ large numbers of women in lower paid roles, which results in our gender pay gap.

Our Results

Gender Pay Gap

Gender pay gap (hourly pay)	Mean	11.1%
	Median	4.4%

The average hourly rate paid to women was 11.1% lower than that paid to men in April 2019. This represents an improvement from 14.1% in April 2018 and is below the national average of 16.2%. Our median gender pay gap is 4.4% and although this represents a small increase from 3.8% in 2018, it remains significantly below the national average of 17.3%.¹

Bonus Pay Gap

Gender pay gap (bonus pay)	Mean	-100%
	Median	-100%

Percentage of male employees that received a bonus:	0%
Percentage of female employees that received a bonus:	0.3%

The payment of bonuses is unusual and in 2019 only one colleague received a bonus. As this colleague was female, it results in bonus pay gap of -100%.

What's difference between the mean and median figures?

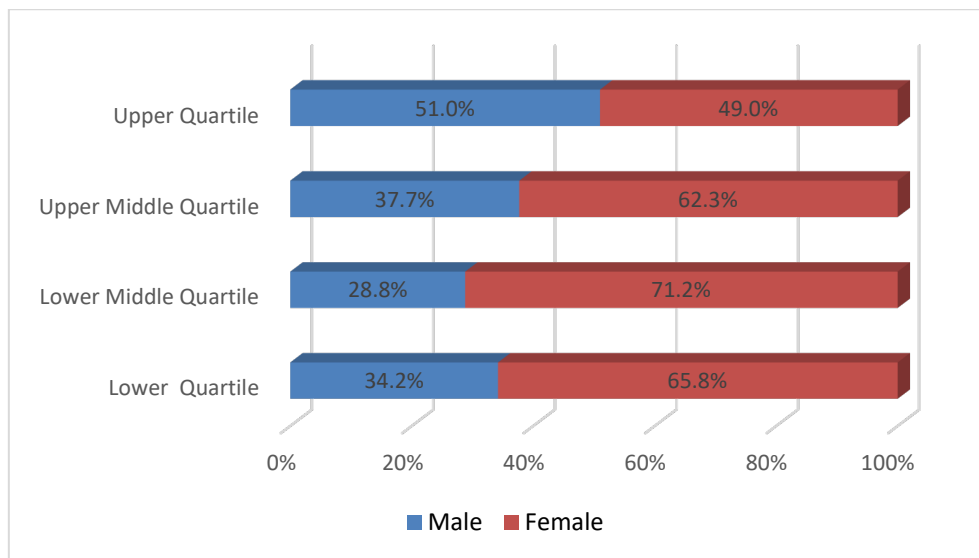
The **mean** gender pay gap is the difference between the average hourly rate of pay of men and women. The **median** gender pay gap is the difference between the midpoints in the ranges of hourly rates of pay for men and women, when ranked in ascending order.

¹ Source: Office for National Statistics, Annual Survey of Hours and Earnings.

Proportion of Men and Women in Each Pay Quartile

Westmorland Limited has an uneven distribution of men and women across our workforce, with women making up 62% of our colleagues. This is particularly noticeable in the lower middle quartile, where female representation increases to over 71% of colleagues in this group. The distribution becomes more even in the upper quartile, with women accounting for 49% of colleagues in this group.

However, as this does not reflect the distribution of our workforce as a whole, it means that there are proportionally more male colleagues in higher paid positions and as a consequence this is reflected in the average hourly rate of pay for men being higher than that of women.



Summary

Our mean gender pay gap has improved, which is largely a result of increases in the number of women in senior roles in our organisation. Although our median gender pay gap has slightly increased, it does remain significantly below national averages and is an improvement from when we first reported our gender pay gap in 2017.

We are committed to improving our gender pay gap and will take steps to improve female representation in more highly paid positions across the organisation in order to achieve this aim.

I can confirm that the data provided in this report is accurate.

Sarah Dunning
Chairman