

WESTMORLAND

Westmorland Limited Gender Pay Gap Report 2020

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 2020. 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 contributes to our gender pay gap.

These figures relate to a snapshot date of 5th April 2020. This was two weeks after the first national lockdown was announced on 23rd March in order to address the spread of coronavirus across the UK. As a result, large numbers of colleagues were placed on furlough leave and these colleagues are not included in the gender pay gap figures owing to the fact they were absent on reduced pay.

As a result only 135 colleagues are included in this analysis, compared to 585 for 2019. However the gender pay gap figures remain similar to previous years and reflects our commitment to reducing the gender pay gap amongst our colleagues.

Our Results

Gender Pay Gap

Gender pay gap (hourly pay)	Mean	11.3%
	Median	0.7%

The average hourly rate paid to women was 11.3% lower than that paid to men in April 2020. This represents a marginal increase from a figure of 11.1% in April 2019 and remains below the national average of 14.6%. Our median gender pay gap is 0.7% and this represents a reduction from 3.8% in 2019, significantly below the national average of 15.5%.¹

Bonus Pay Gap

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

Percentage of male employees that received a bonus:	0.4%
Percentage of female employees that received a bonus:	0%

The payment of bonuses is unusual and in 2020 only one colleague received a bonus. As this colleague was male, it results in bonus pay gap of 100%.

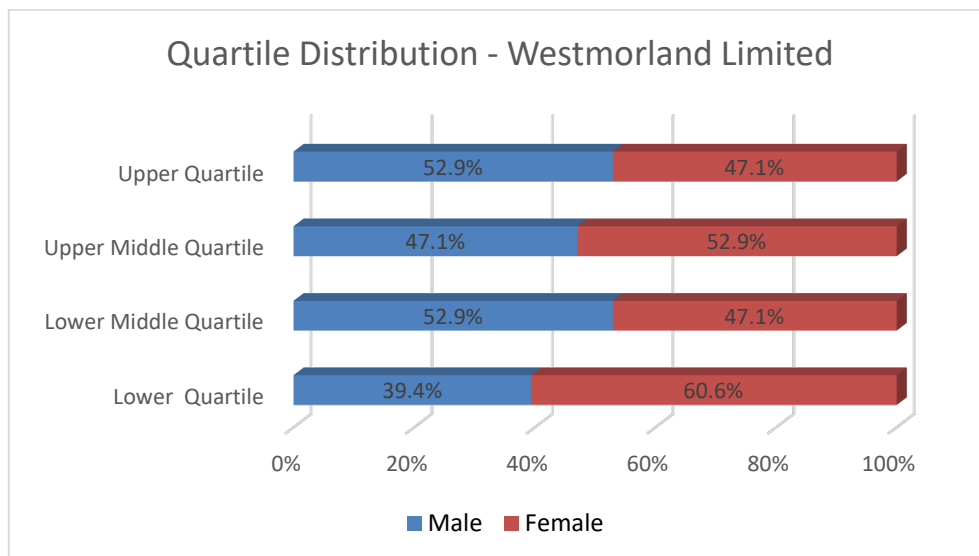
¹ Source: Office for National Statistics, Annual Survey of Hours and Earnings.

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.

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 overall. However this distribution is not evenly reflected across all quartiles. This is most noticeable in the lower quartile, where women make up over 60% of the colleagues in this group. There is a higher representation of men in the upper quartiles, and with average hourly pay being higher in these groups, it has the effect of increasing the gender pay gap.



Summary

Our gender pay gap for 2020 remains very similar to 2019, despite the impact of coronavirus on the figures. Our gender pay gap remains significantly below national averages and reflects our commitment to gender equality and reducing the gender pay gap.

We will continue to monitor and review our gender pay gap and take steps as necessary to improve female representation in higher paid positions across the organisation in order to reduce our gender pay gap still further.

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

Sarah Dunning
Chairman