



Weston Group

GENDER PAY GAP REPORT 2018

Gender Pay Reporting

Legislation requires all employers in Great Britain with more than 250 employees need to publish their gender pay gap annually. This report covers people employed at 5th April 2018.

The gender pay gap measures the difference in the pay of men and women, regardless of the nature of their work, or seniority level within the business. The statistics can be affected by the different number of men and women across all roles and levels.

The gender pay gap is different from an equal pay comparison. 'Equal pay' focuses on men and women receiving equal pay for the same jobs, similar jobs or work of equal value.

What is included in the calculations?

The pay calculations are based on basic pay and car allowances in the pay period covering 5th April 2018. The bonus calculations cover bonus, commission and profit sharing paid within the year to 5th April 2018. Companies are required to publish their mean and median pay gap, mean and median bonus gap, pay quartile information and the proportion of men and women receiving bonuses.

How is it calculated?

The mean is the difference between male and female hourly pay rates and is calculated by:

- Adding up all the fully paid employees of each gender separately and then dividing the total by the number of employees of that gender.
- The mean hourly rate for women is then subtracted from the mean hourly rate for men
- The difference is then divided by the male hourly rate.
- This is then multiplied by 100 to give a percentage.

The mean gender pay gap is calculated in hourly pay as a percentage of the male pay rate.

The median is calculated by:

- Listing all the hourly pay rates for male employees from highest to lowest and selecting the middle hourly pay rate.
- Listing all the hourly pay rates for female employees from highest to lowest and selecting the middle hourly pay rate.

The difference between these median hourly pay rates is then expressed as a percentage of the male hourly pay rate.

The mean and median approach is then similarly applied to compare bonuses. The proportion of men and women receiving bonus pay is also detailed.

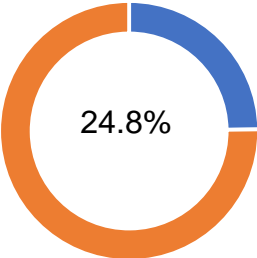
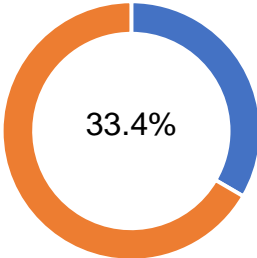
To assess the pay quartiles, all the pay rates for all employees are listed together from lowest to highest and then divided into four quartiles, to show how the distribution of men and women vary according to each quartile.

Gender Pay Figures for Weston Homes Plc.

GENDER PAY GAP

MEAN

MEDIAN



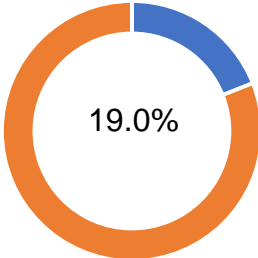
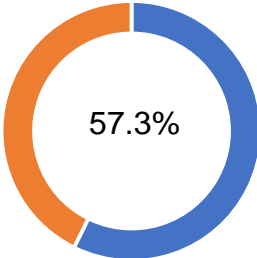
▲
2.0 %
on 2017

▼
1.9 %
on 2017

GENDER BONUS GAP

MEAN

MEDIAN

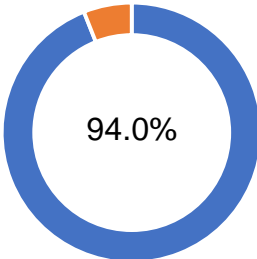
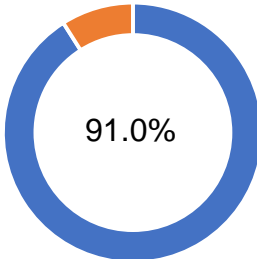


▲
12.0 %
on 2017

▼
0.5 %
on 2017

RECEIVING BONUS - MALE

RECEIVING BONUS - FEMALE



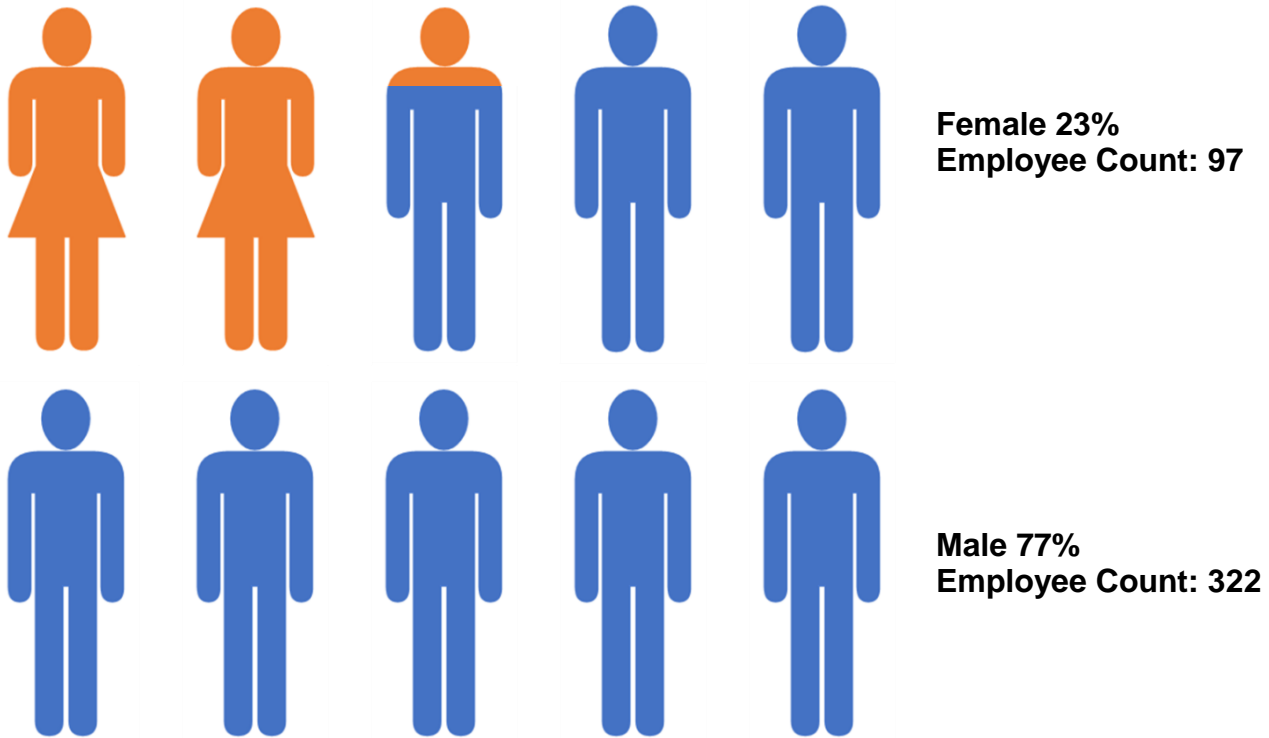
▲
2.0 %
on 2017

▲
6.4 %
on 2017

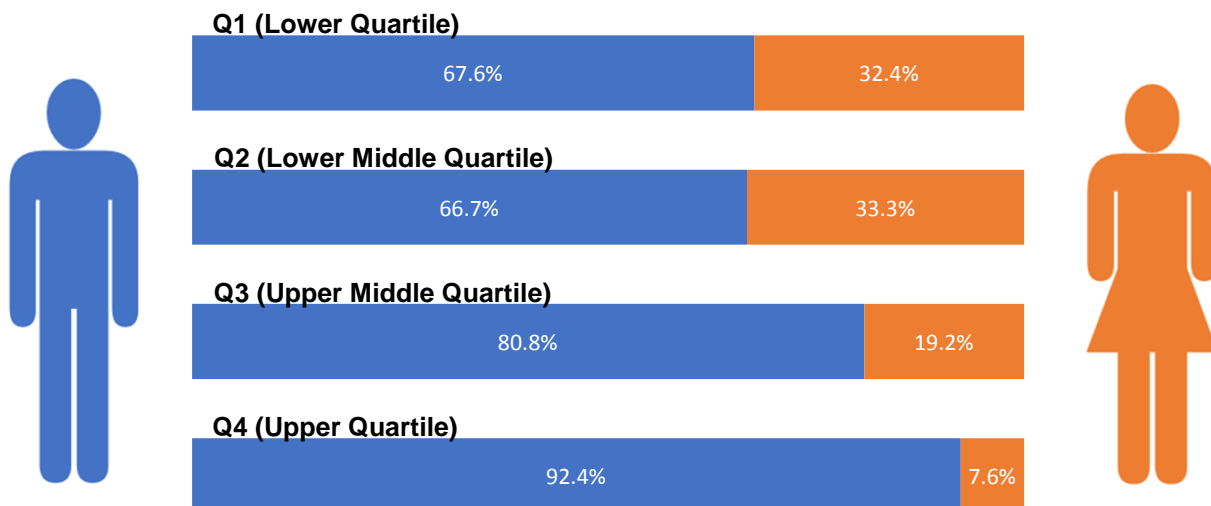
An annual and Christmas bonus were paid within the review period to every person employed and not under notice at the time of payment. During the period the only employees not to receive a bonus were those who commenced employment between Christmas and the review date of 5th April 2018, as no bonuses are paid during this period of time.

Pay Quartiles by Gender

As at 5th April 2018, 419 employees were reviewed, each quartile contained 105 employees. We have a predominantly male population with 77% of the work-force at the time of calculating the gender pay figures being male. Therefore, only a figure of 23% of female representation in each quartile is achievable, if the females were evenly distributed amongst the quartile levels.



PAY QUARTILES



What are the underlying causes of Weston Homes Plc's gender pay gap?

Weston Homes Plc. are committed to equal opportunities and equal treatment for all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, sexual orientation, gender reassignment or disability or pregnancy or maternity. All our employees undertake training in both Equality and Diversity.

Under the law, men and women must receive equal pay for the same or broadly similar work. We can demonstrate our commitment to equal pay; however, we do have a gender pay gap according to the calculations specified by gender pay reporting. Weston Homes Plc carries out continuous pay and benefit reviews and is confident that men and women are treated equally in respect of pay, benefits, career opportunities and access to learning and development. Our gender pay gap does not stem from paying men and woman differently for the same work, but as a result of the roles in which men and women work within the business and the salaries attracted by those roles. The gender pay gap is a result of an industry where the majority of resources are in fact male. Insufficient women have taken up careers within the industry, leading to fewer applications for consideration at both senior and professional levels, resulting in a negative pay gap for both our company and the wider industry as a whole.

How does Weston Homes Plc's gender pay gap compare with that of other organisations?

Our gender pay gap is reflective of industry norms and similar to many of our peers. The under-representation of women in the industry impacts all businesses in our sector. It is no secret, and this is the same in many other similar industries, that the property and construction industry suffers from female under-representation, which has led to there being severe under-representation of women in senior roles. Construction is predominantly perceived as a male industry and therefore the vast majority of available people are male.

We welcome the new legislation as it will raise awareness of the representation of women, particularly in senior roles, within the industry. There needs to be a shift in social attitudes and away from the stereo-typing of roles in the industry and the media, together with a huge campaign to raise awareness of the diversity of careers the industry has to offer, in order to attract more women.


What is Weston Homes Plc doing to address its gender pay gap?

Weston Homes Plc proactively seeks and encourages female trainees to apply for trainee programmes, with an aim of increasing the number of women considering careers within the industry. This will eventually help increase the number of women professionals available, which in years to come will help improve the gender pay gap as there will be more senior and professional women working at higher levels.

Weston Homes Plc are actively targeting the attraction of females to careers within the industry and to apply for places on various sponsored training programmes. We have developed an Early Careers programmes, dedicated to promoting careers in our sector to young people, including women in particular. A combination of school assembly talks, careers fairs, work experience placements, open days and encouragement from influential women in our business are taking place. Weston Homes Plc. is fully committed to looking at ways to attract more women into construction and will continue to looks at ways to improve this in the future. 18% of our 2017 trainee intake were female. As a result of the time we have invested in Early Careers this increased to 29% for 2018. Awarding the roles was and will continue to be purely based on merit. However, if we can widen the pool of applicants to attract more women the metrics will continue to rise. We have seen both the quantity and quality of female applicants improve.

The industry faces a tough challenge to attract women and we are focused on playing our part in addressing this. As part of our wider ongoing commitment to attract and retain women, 2018 saw the introduction of enhancements to both Company maternity and paternity benefits.

I confirm that the gender pay gap data contained in this report for Weston Homes Plc is accurate and has been produced in accordance with the Equality Act 2010 (gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink that reads "Jane Stock". The signature is written in a cursive, flowing style.

Jane Stock, Organisational Development Director