

# GENDER PAY GAP REPORT 2019

## Gender Pay Reporting

With effect from April 2017, all organisations with 250 or more employees are required to publish their gender pay gap on an annual basis. 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 are 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.

The gender pay gap within the construction industry is particularly challenging when comparing to other sectors. This report covers people employed with Weston Group as at 5 April 2019.

## What is included in the calculations?

The pay calculations are based on basic pay and car allowances in the pay period covering 5<sup>th</sup> April 2019. The bonus calculations cover bonus, commission and profit sharing paid within the year to 5<sup>th</sup> April 2019. 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.

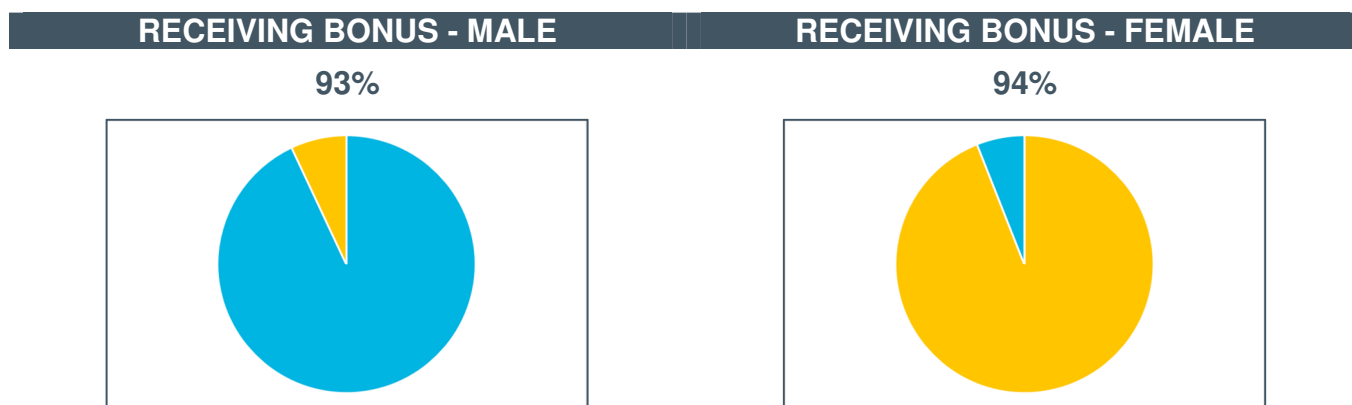
The mean and median approach is then similarly applied to compare bonuses. The proportion of men and women receiving bonus pay is also detailed.

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 & Bonus Figures for Weston Group

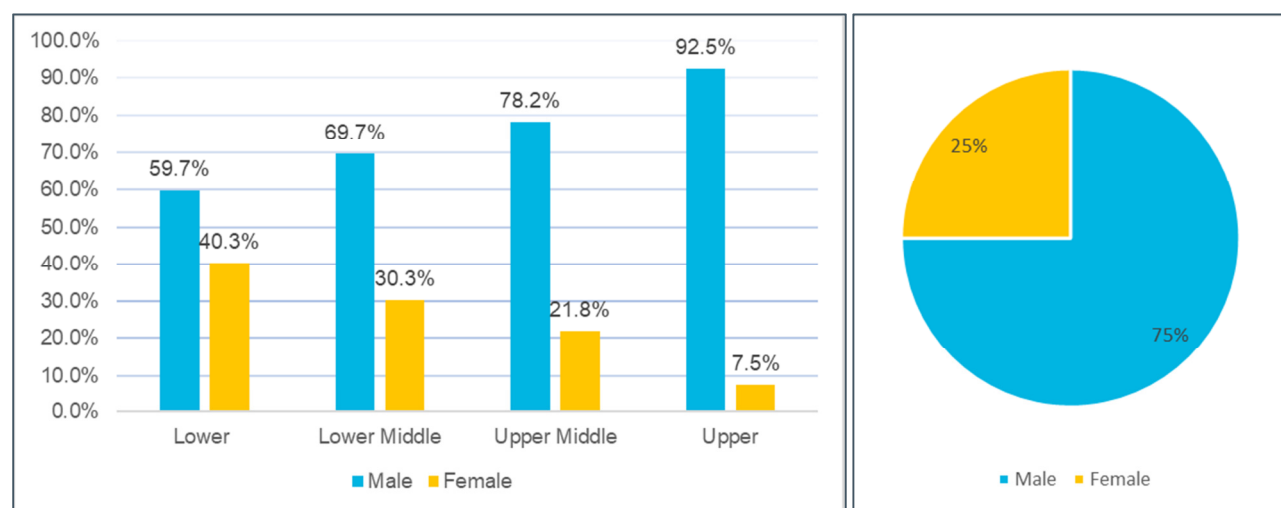
An annual and Christmas bonus were paid within the review period to every person employed, the only employees not to receive a bonus were those who commenced employment after the bonus was paid. The below table shows our mean and median pay gap and bonus gaps in the set review pay period.

YEAR	MEAN		MEDIAN	
	2018	2019	2018	2019
PAY GAP	33.4%	33.9%	24.8%	28.2%
BONUS GAP	57.3%	50.8%	19.0%	22.5%



### Pay Quartiles by Gender

As at 5<sup>th</sup> April 2019, 477 employees were reviewed, each quartile contained 119 employees. We have a predominantly male population with 75% of the work-force at the time of calculating the gender pay figures being male. Therefore, only a figure of 25% of female representation in each quartile is achievable, if the females were evenly distributed amongst the quartile levels.



## **What are the underlying causes of Weston Group Plc's gender pay gap?**

Weston Group 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, disability, pregnancy or maternity. All our employees undertake training in both Equality and Diversity. We appreciate a diverse workforce creates an environment in which innovation and creativity flourish.

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 Group 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 male. Insufficient women have taken up careers within the industry, leading to fewer applications for consideration at both senior and professional levels, which results in a negative pay gap for both our company and the industry as a whole.

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

Our gender pay gap is reflective of industry norms and unfortunately is similar to the majority of our peers. The under-representation of women in the industry impacts all businesses in our sector. It is no secret that the property and construction industry suffers from female under-representation, which has led to a severe under-representation of women in senior roles. Construction has historically been perceived as a male industry and this has led to the vast majority of professionals being male and has created a reluctance for women to choose a career due to the perceptions.

We welcome the legislation and hope it will raise awareness of the under-representation of women, particularly in senior roles, within the industry. There needs to be a continued focus on changing social attitudes and reducing 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 Group Plc doing to address its gender pay gap?**

Weston Group Plc proactively targets and encourages the next generation of females to consider construction related careers. A combination of school assembly talks, careers fairs, work experience placements, open days and encouragement from our influential female leaders take place in order to inspire and engage students of all years. We actively engage with local schools to attract females to apply for our apprenticeship programmes, supporting a wide variety of careers within the industry. Over time this will help increase the number of female professionals available, which in years to come will improve the gender pay gap, as there will be an increased number of senior and professional women working at higher levels.

Weston Group Plc. is fully committed to continue looking at ways to attract more women into construction. In 2017 18% of our trainee intake were female. As a result of our invested time in Early Careers we saw this increase to 29% in 2018 and 50% in 2019. Awarding the trainee roles is

purely based on merit, however widening the pool of applicants by attracting more women will eventually lead to a higher number of female construction professionals. The investment in promoting construction careers and our training schemes to females, has led to both the quantity and quality of female applicants improving. The industry continues to face a tough challenge to attract women and we are focused on playing our part. Potentially the gender pay gap in the industry may increase further as women are attracted to trainee roles at a lower level. In time as these women progress and develop the gender pay gap will improve.

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



Jane Stock, Organisational Development Director

