

# GENDER PAY GAP REPORT 2020

## Gender Pay Reporting

Legislation requires all employers in Great Britain with more than 250 employees to publish their gender pay gap annually. This report covers the “snapshot date” of 5th April 2020.

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 gender pay gap, therefore, differs from equal pay. ‘Equal pay’ focuses on men and women receiving equal payment for the same jobs, similar jobs or work of equal value.

## What is included in the calculations?

The pay calculations include basic pay and car allowances in the pay period covering 5th April 2020. The bonus calculations cover bonus, commission and profit-sharing paid within the year to 5th April 2020. 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 the hourly rate of all relevant fully paid employees of each gender separately and 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 shown as a percentage of the male pay rate.

The median is calculated by:

- List all the relevant fully paid hourly pay rates for male employees from highest to lowest and select the middle hourly pay rate.
- List all the relevant fully paid hourly pay rates for female employees from highest to lowest and select the middle hourly pay rate.

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

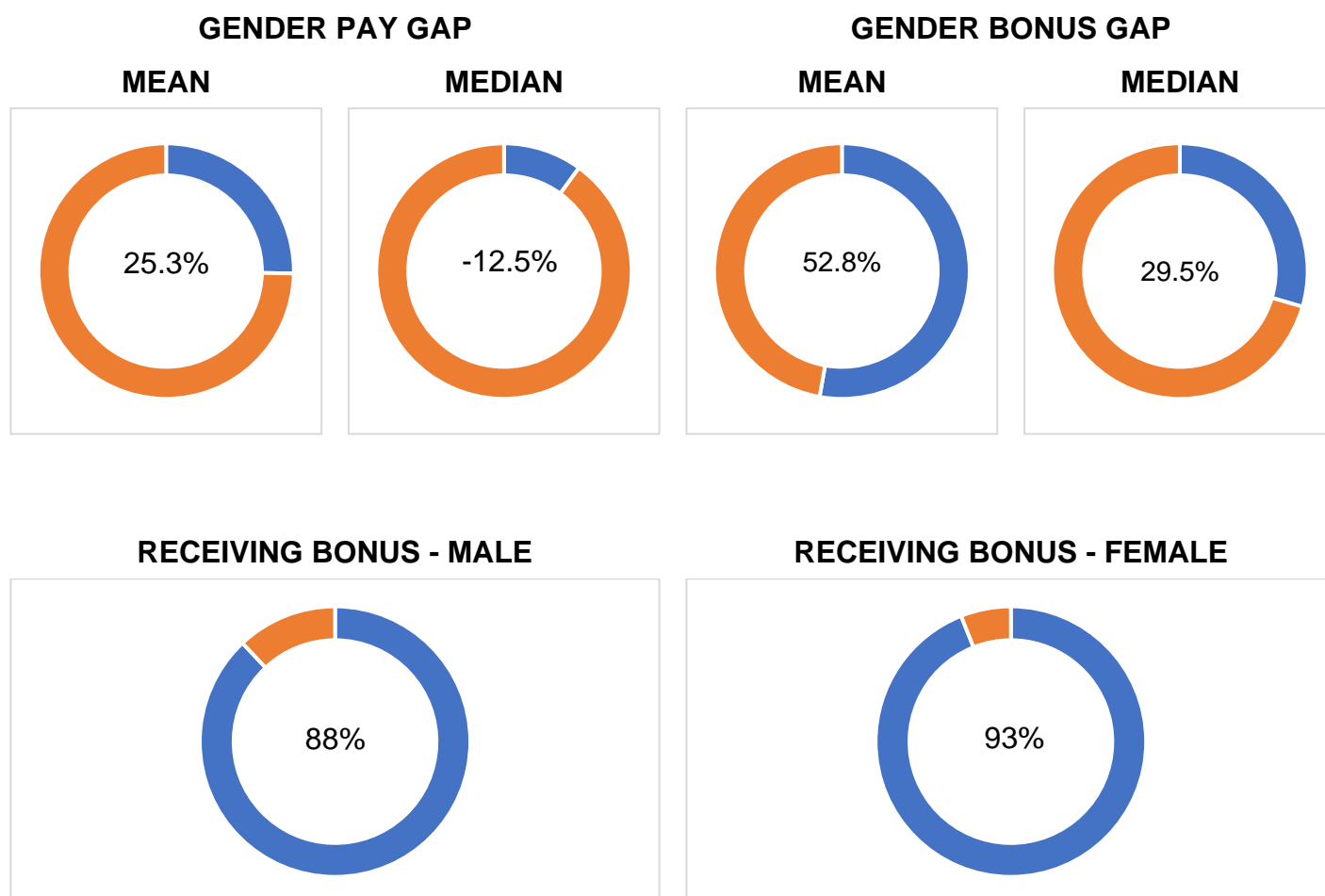
The mean and median approach is then similarly applied to compare bonuses. The proportion of men and women receiving bonus pay is also detailed.

To assess the pay quartiles, all the relevant fully paid hourly 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 Group

The Government locked down the UK on 24th March 2020 due to Coronavirus. Only specific categories of work were permitted to continue. Construction was not considered essential; therefore, the majority of our business activities ceased and most employees (87.5%) were furloughed for a short period commencing 1st April 2020. People on furlough leave are not included in the gender pay gap. The gender pay gap below, therefore only **relates only to the 53 employees who were not furloughed**. Although there were 421 employees on the reporting date of 5th April 2020, the gender pay gap detailed below only relates to 12.5% of our employees. Therefore, it is not a true reflection or representation of our gender pay gap, but we are still required by law to publish it.

The gender bonus gap was unaffected by furlough and is therefore an accurate reflection.



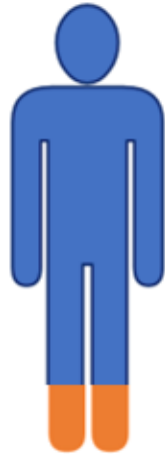
An annual discretionary bonus was paid within the review period to every person employed before July 2019 and not under notice when the payment was processed. During the period, the only employees not to receive a bonus commenced employment between August 2019 and the review date of 5th April 2020.

## Pay Quartiles by Gender

As of 5th April 2020, 421 people were employed. However, due to furlough, only 53 employees were full-pay relevant employees for gender pay reporting purposes. The pay quartiles detailed below only include the 53 employees unaffected by furlough, of which 8 are female and 45 males. Therefore only 15% of employees reported on are female. This means if the females were evenly distributed amongst



the quartiles, it would only be possible to achieve a maximum result of 15% in each quartile. Reporting only on those unaffected by furlough distorts the true picture in our organisation.



**Female 15%**  
**Employee Count: 8**

**Male 85%**  
**Employee Count: 45**

### PERCENTILES



Q1 (Lower Quartile)



Q2 (Lower Middle Quartile)



Q3 (Upper Middle Quartile)



Q4 (Upper Quartile)



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

Weston Homes Plc. is committed to equal opportunities and treatment for all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, sexual orientation, gender reassignment, disability, pregnancy and maternity. All our employees undertake Equality and Diversity training. 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 have a gender pay gap according to the calculations specified by gender pay reporting. Weston Homes Plc carries out continuous pay and benefits reviews and is confident male and female employees are treated equally regarding pay, benefits, career opportunities and access to learning and development.

Our gender pay gap does not stem from paying men and women differently for the same work but due to the roles in which men and women work within the business and the salaries attracted by those roles. This year, due to the global pandemic and furlough's impact, the reporting is distorted and does not represent an accurate picture. The gender pay gap in construction generally results from an industry where the majority of resources are predominantly male. Insufficient women have been attracted to take 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 industry.

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

Our gender pay gap reflects industry norms and, unfortunately, is similar to most of our peers. The under-representation of women in the industry impacts all businesses in our sector. It is no secret the property and construction industry suffer 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, leading to most available professionals being male.

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 stereotyping of roles in the industry and the media, together with a massive campaign to raise awareness of the diversity of careers the industry offers to attract more women.

## **What is Weston Group Plc doing to address its gender pay gap?**

Weston Homes Plc proactively seeks and encourages female trainees to apply for trainee programs to increase the number of women considering 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 Homes Plc. actively targets attracting females into careers within the industry and applying for various sponsored training programs. We continue to promote our Early Careers program, which is dedicated to promoting careers in our sector to young people, particularly women. A combination of school assembly talks, careers fairs, work experience placements, open days and encouragement from influential women in our business take place.



Weston Homes Plc. is fully committed to looking at ways to attract more women into construction. In 2017 18% of our trainee intake were female. As a result of the time we invested in Early Careers, this increased to 29% in 2018 and 50% in 2019. Unfortunately, due to the impact of the pandemic, there were no trainee opportunities in 2020.

The selection process for our trainee roles is based purely on merit. However, widening the pool of applicants by attracting more women will eventually lead to more female construction professionals. The investment in promoting construction careers and our training schemes to females has improved both the quantity and quality of female applicants. The industry continues to face a tough challenge to attract women and we are focused on playing our part.

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.



Jane Stock, Organisational Development Director

