

# Gender Pay Gap Report 2022



# Gender Pay Gap Reporting

In April 2017, the UK Government introduced new legislation meaning that private and voluntary sector employers with more than 250 employees are required to report on their gender pay gap. This must be published by 04 April annually and employers should make it available on their company website. In addition, it must be uploaded onto a government website, where the information is publicly available.

## What is the gender pay gap?

The gender pay gap measures the difference between men and women's average (median) hourly earnings. It compares the average pay by gender of all roles collectively, regardless of type or level and is usually shown by the percentage men earn more than women.

## Gender Pay Gap v Equal Pay

The gender pay gap is NOT the same as equal pay. Equal pay refers to men and women being paid the same, for work of equal value. This has been a legal requirement since the 1970s. Whilst we do have a gender pay gap when we compare the overall average salary and bonus for men and women, ALL employees at the Weston Group will receive equal pay for equivalent roles. We continually review our approach to pay and benefits and are confident that male and female employees are treated equally regarding pay, benefits, career opportunities and access to learning and development.

## What is included in the calculations?

The pay calculations include basic pay and car allowances paid in the pay period covering 05 April 2022. The bonus calculations cover bonuses, commission and any profit-sharing paid within the year to 05 April 2022. 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.



Xanthe Davis, pictured above, joined us as a Trainee Site Manager in 2019. She was voted by staff as our 'Employee of the Year' in 2020 and was promoted to Assistant Site Manager in 2022.



## 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.

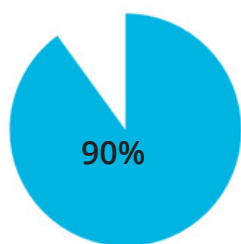
The mean and median approach is then similarly applied to compare bonuses. The proportion of men and women receiving bonus pay is also detailed.

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.

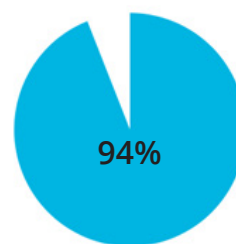
## Gender Pay and Bonus Figures for Weston Group

YEAR	MEAN		MEDIAN	
	2021	2022	2021	2022
PAY GAP	25.9%	26.8%	26.1%	25.3%
BONUS GAP	-86.5%	68.0%	0.0%	33.4%

RECEIVING BONUS - MALE



RECEIVING BONUS - FEMALE

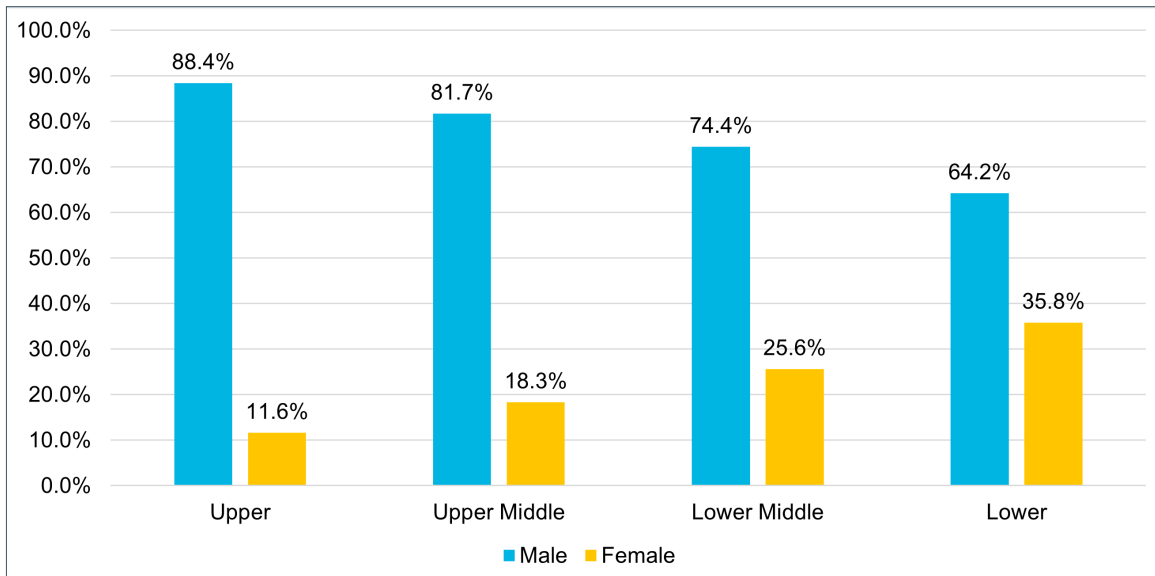
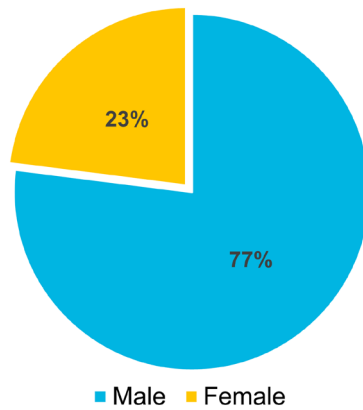


A discretionary Christmas bonus was paid within the review period to every person employed prior to 23 December 2021. Only those who were under notice when the payment was processed or those that started after this date did not receive the bonus. All eligible employees received exactly the same discretionary bonus value.

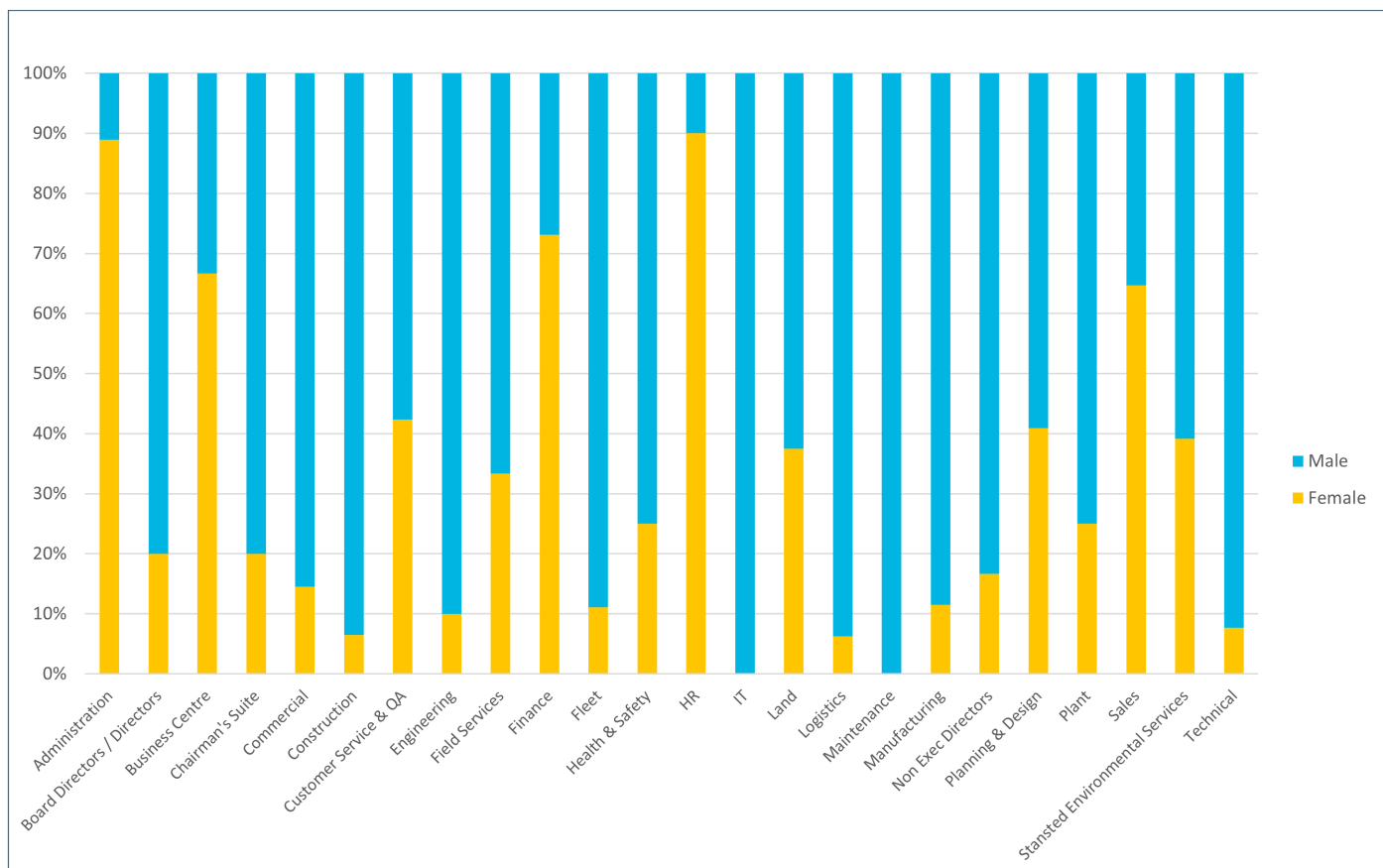


## Pay Quartiles by Gender

In April 2022 there were 482 relevant employees, 372 were male and 110 were female. This equates to 23% female and 77% male overall, a slight increase of 1% in females from last year. Therefore, if the females were evenly distributed amongst the pay quartiles, it would only be possible to achieve a maximum result of 23% in each quartile.



## Gender Split by Discipline



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

Weston Group 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 regular Equality, Diversity and Inclusion training. We appreciate a diverse workforce creates an environment in which innovation and creativity flourish.

Our gender pay gap is as a result of a higher percentage of male employees in senior management positions, as well as in construction activities. These roles also tend to attract higher levels of bonus. The gap is not because of our approach to pay and benefits, nor any of our policies and procedures.

## How does Weston Group Plc's gender pay gap compare with the Construction Industry?

According to the Office for National Statistics (ONS), the UK gender pay gap across all industries is currently 8.3%, up from 7.7% in 2021. This means that the average woman earns 8.3% less than the average man. The gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full time employees and all employees.

Construction has a large gender pay gap partly due to the low numbers of women in the sector – women account for just over 14% of workers and very few of them are in higher-paid senior roles. But this appears to be changing gradually, with women now making up over a third of the graduates going into the UK construction industry. Our gender pay gap reflects the challenges facing the sector and is similar to most of our peers.

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

Weston Group Plc is not only committed to building homes for life, but also careers for life. We firmly believe our people to be our greatest asset and therefore focus on attracting, employing, nurturing and developing some of the best talent in the industry. We want to send a strong and clear signal that we are committed to gender equality in the workplace, so that we can continue to develop our reputation for being a fair and progressive employer. We fully recognise the significant business benefit of attracting a wider pool of potential recruits for our vacancies. We understand that our employees will feel valued and engaged in a culture which is committed to tackling inequality and this will lead to increased productivity.

Developing and progressing our existing female workforce into senior roles is a crucial part of reducing the gender pay gap at The Weston Group. As well as attracting and recruiting more women, we want to retain and develop the women who already work for us. Early engagement work with local schools and colleges continues to be an essential part of our strategy as we aim to inspire a diverse pool of future employees. This includes school assembly talks, careers fairs, work experience placements and holding open days at our sites and head office.

We fully expect that any changes that we are making now, will begin to have an impact over the next two to four years.

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.

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