

Gender Pay Reporting

From April 2017, all UK companies with over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the difference in the average earning of men and women over a set period of time to 5th April 2017, regardless of their role or seniority level within the business.

What is included in the calculations?

The pay calculations include basic pay as at 5th April 2017 including car allowances paid in the pay period covering 5th April 2017.

The bonus calculations cover bonus pay for the year to 5th April 2017 including commission and profit sharing.

How is it calculated?

All the figures set out in this report have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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 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 and the difference is then divided by the male hourly rate, which 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. The same list approach is applied to female hourly pay. 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 paid over the 12-month period to 5th April 2017. The proportion of men and women receiving bonus pay is also detailed.

To assess the pay quartiles, all the pay rates of all employees are listed together and then split into four quarters.

Gender pay figures for Weston Homes Plc

- The mean gender pay gap for Weston Homes Plc is 31.4%.
- The median gender pay gap for Weston Homes Plc is 26.7%.
- The mean gender bonus gap for Weston Homes Plc is 45.3%.
- The median gender bonus gap for Weston Homes Plc is 19.5%.
- The proportion of male employees in Weston Homes Plc receiving a bonus is 89.0% and the proportion of female employees receiving a bonus is 87.4%.

An annual bonus was paid within the review period to every person employed and not under notice of leaving. A Christmas bonus was also awarded to every person employed and not under notice. During the period the only employees not to receive a bonus were those that commenced employment between Christmas and the review date of 5th April 2017.

Pay Quartiles by Gender

Each quartile contains 93 employees. We have a predominantly male population with 78% of the workforce at the time of calculating the gender pay figures being male. Therefore, only a figure of 22% of female representation in each quartile is achievable, if the females were evenly distributed amongst the quartile levels.

Band	Males	Females	Description
A	75.0%	25.0%	Lower quartile (Lowest)
B	62.0%	38.0%	Lower middle quartile
C	86.0%	14.0%	Upper middle quartile
D	91.0%	9.0%	Upper quartile (Highest)

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. 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. There are insufficient women considering 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 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 leads to being particularly pronounced at senior levels. Construction is predominantly seen 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 stereotyping 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 programs, 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 in the lead up to the next intake of trainees and are developing an Early Years program, dedicated to promoting careers in our sector to young people, including women in particular. A combination of assembly talks, careers fairs, work experience placements, open days and encouragement from influential women in our business are already planned. Weston Homes plc. is fully committed to looking at ways to attract more women into construction and will continue to look at ways to improve this in the future.

The industry faces a tough challenge to attract women and we are focused on playing our part in addressing this.

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