

# The Westmorland Family



## Westmorland Limited Gender Pay Gap Report 2017

The gender pay gap measures the difference in earnings of men and women, expressed as a percentage of men's pay. In line with the regulations all figures are based on the snapshot date of 5<sup>th</sup> April 2017 with bonus data relating to any bonuses paid in the 12 months ending on the snapshot date. The results for Westmorland Limited are shown below.

### Gender Pay Gap

	Mean	Median
Hourly Pay Gap	15.5%	6.3%

We are confident that men and women are paid the same for doing the same job. Our gender pay gap is a result of the gender distribution across Westmorland Limited as a whole.

Women represent approximately 60% of our workforce across the organisation. However in higher paid roles, the split between men and women is more even (almost 50/50). This means that there are proportionally more men in higher earning roles which consequently increases our gender pay gap.

### Bonus Pay Gap

	Mean	Median
Bonus Pay Gap	-12%	20%

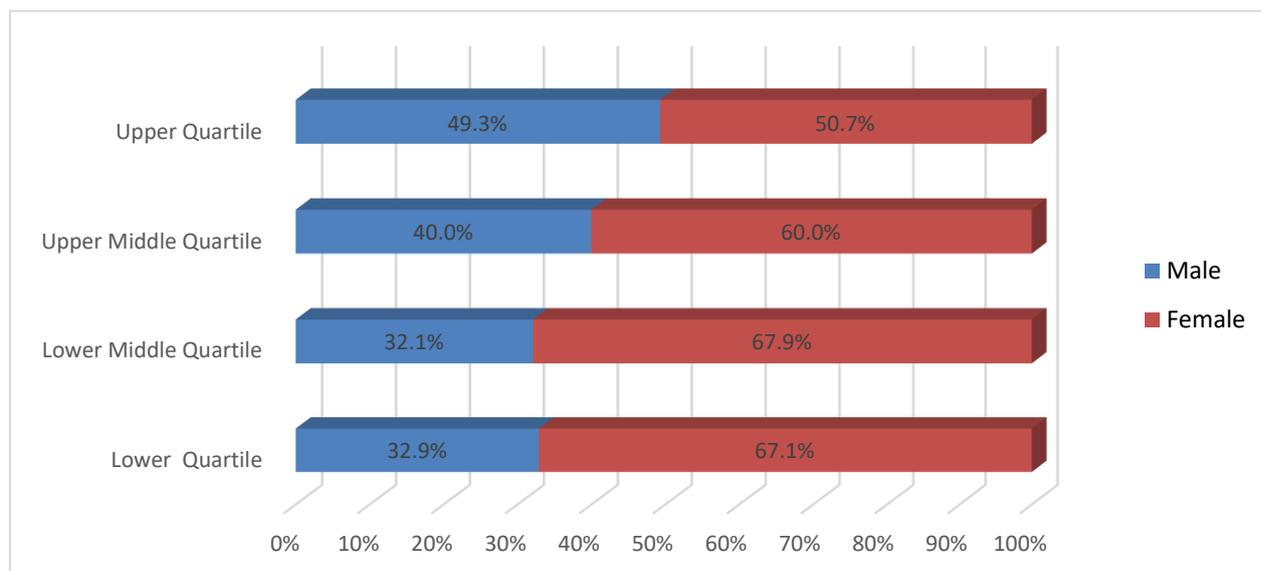
Employees who received bonus pay	
Proportion of men	1.7%
Proportion of women	0.8%

Our figures show that only a small proportion of employees received a bonus. More men received a bonus than women, but the amount of bonus pay received by women was higher.

This has therefore resulted in a negative mean bonus pay gap and a positive median bonus pay gap.

## Pay Quartiles

Proportion of male and female employees in each quartile band.



## Conclusion

Our results show that our gender pay gap is below the national averages of 17.4% mean and 18.4% median.<sup>1</sup>

Nevertheless, we are committed to reducing the gender pay gap further. Since the snapshot date of 5<sup>th</sup> April 2017 we have taken actions to increase the representation of women at senior levels in the company and as a result of these actions women now represent over 60% of those reporting directly to the CEO.

In addition, we will be looking further at measures that we can take to increase gender diversity across the organisation and increase the numbers of women working in areas where they are currently under represented.

We are therefore confident that we will see a reduction in our gender pay gap as a result of these actions.

I can confirm that the data within this report is accurate.

Sarah Dunning  
Chairman

---

<sup>1</sup> Based on latest available estimates from the ASHE 2017