

Gender Pay Gap Statement

Westleigh Partnerships Ltd is required by law to publish an annual gender pay gap report. We are committed to equality of opportunity, and have a clear policy of paying employees equally regardless of their sex. However, because different jobs pay differently and the proportion of men and women performing those jobs varies, a gender pay gap exists.

What is a gender pay gap?

A gender pay gap shows the difference in the average hourly rate of pay between men and women. This is different from equal pay which is the difference in pay between men and women who carry out the same or similar jobs.

We are required to carry out calculations which show the differences in average rates of pay between men and women across the business, and to publish the information on our website and the government gender pay website. These calculations are based on gender and do not involve publishing individual rates of pay for any employees.

What is our gender pay gap?

The following figures are based on a snapshot of data as at 5th April 2017, when we employed 377 employees, of which 91% were men and 9% were women:

Calculation	Mean	Median
The gender pay gap for Westleigh Partnerships Ltd	5.2%	5.1%
The gender bonus gap for Westleigh Partnerships Ltd	34%	22.5%
Calculation	Men	Women
The proportion of employees receiving a bonus payment	42.7%	80%

We are also required to publish the proportions of men and women whose average hourly earnings place them in each of four banded pay groups, showing the proportion of men and women in the highest paid quarter of the company and so on. Our figures as at 5th April 2017 were as follows:

Proportion of men and women in the four banded pay groups	Male	Female
Upper quartile – those in the highest paid group	96%	4%
Upper middle quartile – those below the highest paid group but above the median	89%	11%
Lower middle quartile – those above the lowest paid group but below the median	87%	13%
Lower quartile – those in the lowest paid group	91%	9%

These figures have been calculated using the standard methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying reasons for our gender pay gap?

Westleigh Partnerships Ltd is committed to the policy of paying employees equally regardless of their sex. As such we:

- Carry out pay and benefits audits at regular intervals
- Evaluate job roles and pay grades as required to ensure a fair structure
- Ensure that all managers involved in pay review are adequately trained in equal opportunities

Westleigh Partnership Ltd is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work, but is a reflection of the different roles carried out across the business by men and women and the rates of pay that those roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles, especially very senior roles at the top of organisations, as well as technical roles which attract higher rates of pay. Typically, more women than men take career breaks which are likely to impact on their career progression, and more women are likely to work part time. This pattern from the UK economy is reflected in the make up of our workforce, which in turn creates a gender pay gap.

How does our gender pay gap compare with others?

The UK national average mean gender pay gap is 17.4%, and the average median gender pay gap is 18.4%, so our gender pay gap is significantly better than the national average. This reflects our commitment to equality across the business, and although our gender bonus gap is higher, this is due to the number of female employees who work part time and is reflective of our commitment to offering flexible working options across the business. Whilst average hourly rates are similar between men and women, working part time results in lower annual earnings and bonuses are paid as a percentage of annual earnings.

The proportion of women who receive a bonus is significantly higher than the proportion of eligible men, which is reflective of the number of women carrying out salaried office based roles which attract a bonus, compared to site based roles which are rewarded differently.

We are pleased that our gender pay gap compares so favourably with the national average. We are not complacent about this and in line with our commitment to equality of opportunity, will continue to do what we can to reduce the gap. However, we also recognise that our ability to do this is limited as we have no control over the careers that men and women choose to take up and typically women are under represented on site.

Approved by Westleigh Partnerships Ltd HR Director:



Suki Deol

4th April 2018