

The Westmorland Family



Westmorland Limited Gender Pay Gap Report 2018

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 5th April 2018 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.

The gender pay gap is different from equal pay. Whilst equal pay measures the rates of pay for men and women performing the same job, gender pay gap measures the difference in average rates of pay across an organisation as a whole.

Our pay rates are based entirely on job role and our gender pay gap is not an equal pay issue, but is a result of the demographics of our business. Our workforce as whole is 61% female and 39% male, but we have an even distribution of men and women at senior levels within our business.

The difference between mean and median

The **mean** gender pay gap is calculated by adding the rates of pay for all male employees together and dividing by the number of male employees. The same exercise is done for all female employees. The average pay rate for women is subtracted from the average pay rate for men and then this figure divided by the average male rate of pay. This results in the gender pay gap figures, which is expressed as a percentage.

The **median** is the mid-point of all the rates of pay when ranked in ascending order. The median gender pay gap is calculated by subtracting the median female rate from the median male rate and dividing this figure by the median male rate.

Our Results

	Mean Gender Pay Gap	Median Gender Pay Gap
Westmorland Limited	14.1%	3.8%
UK National Average ¹	17.1%	17.9%

Our gender pay gap is lower than the national average and we are pleased to say that it is lower than our gender pay gap for 2017.

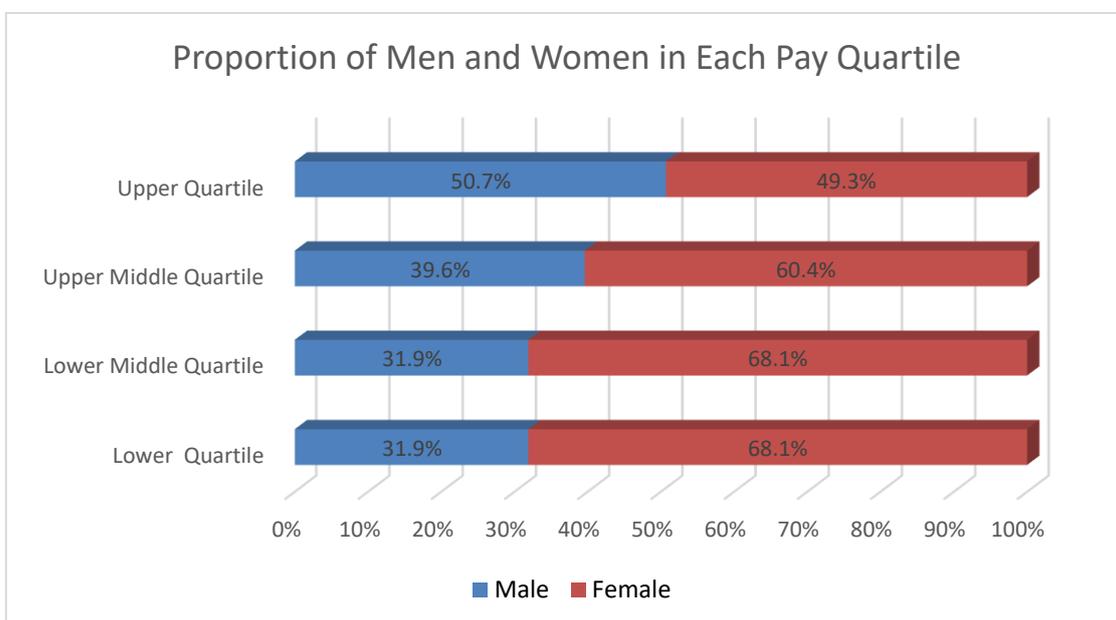
¹ Source: Office for National Statistics

	Mean	Median
Bonus Pay Gap	100%	100%

Percentage of employees who received a bonus

Male employees	0.4%
Female employees	0%

Gender is not a consideration when awarding bonuses, which are awarded purely on merit. As can be seen, we do not award bonuses on a regular basis and as a result very few employees received a bonus. Consequently, this affects the bonus pay gap.



Conclusion

Our results show that our gender pay gap is below the national averages and we are pleased to see that we have reduced our pay gap compared to last year.

Nevertheless we will continue to look at ways to further reduce our gender pay gap.

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

Sarah Dunning
Chairman