

WEPA UK Ltd (Formerly known as Northwood & WEPA Ltd until 5th July 2018) Gender Pay Gap Report

Background & Context

From April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority. It is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value. We are confident that we meet our equal pay obligations.

WEPA UK Ltd are committed to gender equality and our commitment to equal opportunities is laid out in our Equal Opportunities Policy. Our workforce consists of significantly more males than females; this profile reflects industry trends for manufacturing. Our gender pay gap results should be considered in the context of this distribution as the predominance of males to females has a significant influence on our overall gender pay gaps.

Headcount as of April 2017:

	Proportion of Male Employees	Proportion of Female Employees
Manual Workers (shop floor based)	163 (95%)	8 (5%)
Staff Workers	33 (67%)	16 (33%)
Management	23 (82%)	5 (18%)
Directors	4 (80%)	1 (20%)
Overall	223 (88%)	30 (12%)

Gender Pay Gap Reporting

The following results, in line with mandatory requirements, have been calculated as at 5th April 2017.

	Difference in rate for men and women (£)	Difference in rate for men and women (%)
Mean Gender Pay Gap <small>*average pay for all men and average for all women employees</small>	£0.11	0.6%
Median Gender Pay Gap <small>* middle value of pay for all men and middle value for all women employees</small>	£0.45	3.0%
Mean Bonus Pay Gap <small>*average bonus for all men and average for all women employees</small>	£9,550.00	65.6%
Median Bonus Pay Gap <small>*middle values of bonuses paid to all men compared to all women employees</small>	£2,500	33.3%
Proportion of Males Receiving Bonus		6.3%
Proportion of Females Receiving Bonus		3.3%

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	83.9%	90.3%	90.3%	90.3%
Female	16.1%	9.7%	9.7%	9.7%

There are 6 entries which were excluded from Hourly Rate calculations (4 male & 2 female) as they were not a “full pay relevant employee” for all of the relevant period. This is because they were either not being paid or were on reduced, statutory or nil pay at any point during that period. If all 6 excluded employees had been included at their normal rate, the average female hourly rate would have been marginally higher than the male hourly rate.

Key Findings:

Pay

Our mean gender pay gap shows that there is 0.6% difference between the average hourly pay levels of all women compared to men, irrespective of their job role or level within the organisation.

The overall median gender pay gap for all employees based on businesses with over 250 employees in 2017 was 19.3%, according to the Office for National Statistics. At 3%, WEPA UK Ltd’s median gender pay gap is, therefore, significantly lower than that for the national equivalent.

The underlying reason behind the gap is predominantly due to the lower representation of women at all levels, including senior positions within our business. At shop floor level, we have defined pay rates which are negotiated via collective bargaining. This ensures that each employee receives the same rate of pay as their counterparts for carrying out the same role. However, at staff, managerial and director levels, the roles tend to be unique, and therefore individuals are paid according to the individual roles they undertake. Given that there are significantly more males than females at managerial and director level, this has skewed the median gender pay gap figure.

WEPA UK Ltd recruit for all vacant positions based on the candidate’s skills and experience relevant to the role, and are confident that our recruitment processes are inclusive to both genders. The gender ratio of our workforce is representative of the distribution of candidates applying for all vacant roles within our business.

We are confident that we do not have any processes or practices which would see people being paid differently due to their gender.

Bonus

The proportion of males versus females receiving bonuses at 6% versus 3% also has to be considered in the context of the overall predominance of males within our workforce at the relevant levels for entitlement to a discretionary bonus. Discretionary bonuses are paid relative to company and individual performance on an annual basis to certain managerial positions and directors.

Bonus amounts tend to increase with seniority, and the mean bonus gap is therefore influenced by a higher proportion of men in more senior roles. Bonuses are performance related and are rewarded based on a percentage of the eligible employees’ salary. We are aware that there is a gap in our mean figures relating to bonuses (66%). This is due to the composition of our senior workforce and the fact that there are more male than female employees in this population, and therefore a greater portion of men than women have entitlement to a bonus.

Only one female employee was entitled to receive a bonus during the period, therefore as a result, the median bonus pay gap figure is skewed.

Whilst we acknowledge we have a gender pay gap in relation to bonus payments, we're confident that our practices in relation to the issuing of bonuses is in no way related to inequality, but down to lack of female representation in roles eligible for a bonus.

Quartiles

The quartile analysis shows that females, who represent only 12% of our total employee population, are under-represented at each quartile, which is reflective of manufacturing in general.

Statement

Whilst we acknowledge we have a gender pay gap, we're clear on why it exists and are focused on the steps we need to take to close the gap. In order to reduce the gap, WEPA UK Ltd is focusing on the following areas for action:

Enhanced Maternity Provisions – Subject to 2 years employment, female employees are entitled to enhanced maternity pay plus a return to work bonus. The purpose being to ensure that we retain skills and encourage mothers to remain in employment with WEPA UK Ltd. This enhanced benefit has already been in place for a number of years.

Tackle the gender imbalance – As an equal opportunities employer, we firmly believe in appointing the best candidate for the role, regardless of their gender or other factors. During the 12 months since the snapshot date, WEPA UK Ltd have recruited more females into senior roles, including Director, managerial and staff levels. We will continue to explore how we can attract more females into our organisation in order to create a more even gender balance at every level.

Support the future development of employees to recognise their potential – WEPA UK Ltd conduct an annual appraisal process, through which employees have the opportunity to discuss their development needs thus allowing employees to receive adequate support to develop their future potential. This process will enable us to identify any females and males that wish to develop through the organisation so that we may support them.

Job Share - We are soon to launch a pilot job share scheme to help break down barriers for applicants who do not wish to work full-time. This scheme will allow employees to indicate that they are interested in a job share and find potential job share partners. In addition, if we have an employee who wants to apply for a role on a job share basis and they cannot find a job share partner internally, we will explore whether it is possible to find them a job share partner through external recruitment.

I confirm that WEPA UK Ltd is committed to the principle of gender pay equality and has prepared its 2017 gender pay gap results in line with mandatory requirements.

Signed, for and on behalf of WEPA UK Ltd



Mike Docker

Managing Director

March 2018