

Gender Pay Gap



Willerby Gender Pay Report April 2024

Willerby Ltd is required by law to publish an annual Gender Pay Report as we are an organisation with more than 250 employees. This reporting period we have taken the decision to be completely transparent and go beyond our legal obligation and report based on our people data at the 5th April 2023 for the Willerby Group of Companies even though their population falls below the legal threshold.

The Gender Pay Gap is the difference in pay between men and women across an organisation. This differs to Equal pay, which is the measure of how men and women in comparable roles are paid.

The mean gender pay gap relates to the difference in average hourly pay for women compared to men. For Willerby Group of companies the mean gender pay gap is 6.3% – meaning that men are paid more than women. For every £1 that a man receives at Willerby Ltd a woman receives 93.7p.

This is a positive change in the difference between what men and women are paid since our last reporting period. The gender pay gap among all employees nationally in April 2023 was 14.3% (ONS). The gap among full-time employees increased to 7.7% (ONS).

The median gender pay gap shows the difference in the midpoint of women's pay in comparison to men's, for Willerby Group of companies this is 35.3%, meaning that men are paid more than women. For every £1 that a man receives at Willerby a woman receives 64.7p.

The percentage of men receiving a bonus is 93% and the percentage of women receiving a bonus is 88%. Although at Willerby you are more likely to receive a bonus if you are male, there has been a significant increase in women receiving a bonus. The last time we reported, 45.8% of women received a bonus.

In the previous reporting period, a quality bonus scheme had been introduced and trialled in specific areas of the business. This reporting period the full weekly population and salaried administration employees have become eligible for a bonus scheme.

The mean gender bonus gap for the Willerby Group of companies is -30.7%, meaning that women are paid on average a higher bonus than men.

The median gender bonus gap for the Willerby Group of companies is 44%. This is driven by more of the population becoming eligible for a bonus and by the fact that the largest population of women sits within the lower hourly pay quartile.

Pay quartiles by gender

The pay quartiles represent four pay groups from lowest to highest and the distribution of men and women in each

Willerby Ltd has a total population of 1096 employees consisting of 118 females and 978 males.

	Female	Male
Upper Hourly Pay Quarter	6%	94%
Upper Middle Hourly Pay Quarter	3%	97%
Lower Middle Hourly Pay Quarter	5%	95%
Lower Hourly Pay Quarter	29%	71%

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Why we have a Gender Pay Gap?

Willerby is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather that its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

What is Willerby Ltd doing to address its gender pay gap?

Willerby sees Gender Pay reporting as a positive step and continues to promote gender diversity in all areas of its workforce.

Diversity and inclusion: It is our ambition to create a more inclusive workplace through:

- Recruitment: We seek to attract and hire from a wider and more diverse talent pool by engaging and understanding our local community better, further developing our apprenticeship programme, and partnering with local education providers.
- Our Employee Well Being Strategy: We support a psychologically safe place to work through our wellbeing initiatives.
- Learning & Development: We actively encourage equal and fair development opportunities by reviewing our learning and development processes to address cultural barriers to progression.
- Ensuring that we maintain a fair place to work: An ongoing review of our people policies and practices, developing our leaders and managers

Susan Allan

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Director