

Gender Pay Gap



Willerby Gender Pay Report April 2022

Willerby Ltd is required by law to publish an annual Gender Pay Report. This report based on our people data on the 5th April 2021. 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 Ltd the mean gender pay gap is 10.78% – meaning that men are paid more than women. For every £1 that a man receives at Willerby Ltd a woman receives 89p.

The median gender pay gap shows the difference in the midpoint of women's pay in comparison to men's, for Willerby Ltd this is 31.46% – meaning that men are paid more than women. For every £1 that a man receives at Willerby a woman receives 68.5p.

The percentage of men receiving a bonus is 3.6% and the percentage of women receiving a bonus is 16.7%, therefore you are more likely to receive a bonus at Willerby Ltd if you are a woman. At Willerby Ltd the female population is concentrated in administrative and professional services salaried roles that are more likely to attract bonus.

The mean gender bonus gap for Willerby Limited is -74.37% as women are paid on average a higher bonus than men.

The median gender bonus gap for Willerby Ltd is -65.63% meaning that women are paid more bonus than men.

Pay quartiles by gender

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

	Female	Male
Upper Hourly Pay Quarter	9%	91%
Upper Middle Hourly Pay Quarter	0.5%	99.5%
Lower Middle Hourly Pay Quarter	7%	93%
Lower Hourly Pay Quarter	25%	75%

Total population 804 employees consisting of 84 females and 720 males.

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Why we have a Gender Pay Gap?

Willerby Ltd is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather that it 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.

How does Willerby compare?

The gender pay gap among all employees nationally in April 2021 was 15.4% (Office for National Statistics) in comparison to Willerby Ltd which is 10.78% (mean gender pay gap).

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

Willerby Ltd 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, partnering with local education providers and committing to the Armed Forces Covenant
- The Real Living Wage: Willerby is committed to being a real living wage employer to support new entrants into the workplace as well as increasing the standard of living for those in our community.
- Our Employee Well Being Strategy: We support a psychologically safe place to work that empowers our employees
- 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 awareness and tightening our stance on anti-bullying and harassment.