

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 2022. 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 13.2% – meaning that men are paid more than women. For every £1 that a man receives at Willerby Ltd a woman receives 86.8p.

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 32.9% – meaning that men are paid more than women. For every £1 that a man receives at Willerby a woman receives 67.1p.

The percentage of men receiving a bonus is 81.6% and the percentage of women receiving a bonus is 45.8%. At Willerby you are more likely to receive a bonus if you are male, however you are likely to be paid a higher bonus on average if you are female.

The introduction of a quality bonus scheme for the weekly paid population during the snapshot period has resulted in more employees becoming eligible for a bonus scheme. At Willerby Ltd the female population is concentrated in administrative and professional services salaried roles where bonus schemes are salary linked rather than to achievement of production and quality targets.

The mean gender bonus gap for Willerby Limited is -120% as women are paid on average a higher bonus than men.

The median gender bonus gap for Willerby Ltd is -16.5% 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

Willerby Ltd has a total population of 906 employees consisting of 95 females and 811 males.

	Female	Male
Upper Hourly Pay Quarter	7.5%	92.5%
Upper Middle Hourly Pay Quarter	0.5%	100%
Lower Middle Hourly Pay Quarter	7.5%	92.5%
Lower Hourly Pay Quarter	26.9%	73.1%

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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 2022 was 14.9% (Office for National Statistics). Willerby compares favourably to the national average as the Willerby Ltd pay gap is lower, coming in at 13.2%. (based upon the 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.
- 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.

Susan Allan

Susan Allan
Director