



2020

WESTLAND HORTICULTURE LTD GENDER PAY GAP REPORT

WESTLAND
ARE
GARDENING

2020 GENDER PAY GAP REPORT



INTRODUCTION

Westland presents its Gender Pay Gap Report in the UK for 2020. The Company is committed to ensuring that it complies with its obligations under the Gender Pay Gap Reporting Legislation (2017).

The Company has undertaken a Gender pay assessment for those employed by the business on 5th April 2020 in the UK (excluding NI) and its findings are detailed in this report.

To help explain the data, it is important to understand that in common with the manufacturing industry our workforce is predominantly male. At the 5th April 2020 snapshot date, our workforce was 69.9% male and 30.1% female.

2020 GENDER PAY GAP REPORT



To give further context to the reporting, it is important to note that the snapshot date occurred during a time when the business had made the decision to furlough a significant proportion of the workforce due to the uncertainty triggered by the first National lockdown.

For the purposes of gender pay gap reporting, staff who were in receipt of furlough pay are discounted and this means that the data presented may not be fully representative of the full structure of our pay rates. Given that a large number of employees furloughed worked in Sales, or office-based functions such as Marketing and Finance etc. where a large proportion of the 30.1% of our female workforce are employed this also contributed to the gap in our 2020 report. However, we are reassured that our gender pay gap remains below the National average.

OUR GENDER PAY STATISTICS

MEAN AND MEDIAN GENDER PAY GAP USING HOURLY PAY

Mean	Median
12.4%	4.5%

Although there is a gap, we can confirm that men and women are paid equally for doing equivalent jobs with equivalent experience.

Our gender pay gap compares favourably with those for the whole economy as outlined in the 2020 Office for National Statistics (ONS) figures:

National Mean	National Median
14.6%	15.5%

OUR GENDER PAY STATISTICS



MEAN AND MEDIAN GENDER PAY GAP USING BONUS PAY

Mean	Median
31.9%	0%

When looked at in terms of cash amounts rather than percentages, the mean average difference is £1,032 per annum and the median average difference is £0 per annum. All bonuses are based on targets and targets are the same for all eligible employees regardless of gender

PROPORTION OF MEN AND WOMEN WHO RECEIVED A BONUS

Male	Female
65.7%	30.2%

The above bonus data is primarily driven by having more men than women working in our factories/warehouses where they receive production related bonuses such as attendance bonus.

OUR GENDER PAY STATISTICS



PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTER

Quartile	Male	Female
Upper Pay Quarter	72.1%	27.9%
Upper Middle Pay Quarter	67.2%	32.8%
Lower Middle Pay Quarter	77.6%	22.4%
Lower Pay Quarter	56.7%	43.3%

All of the pay quartiles show higher percentages of men to women in accordance with the higher ratio of males to females employed.

COMMENTARY



We are encouraged that our gender pay gap results for this year continue to be consistently below the averages across UK companies and we remain focused on building an inclusive and diverse workplace where everyone can succeed so that we can exceed employee and customer expectations.

We are confident our gender pay gap results are driven by the manufacturing industry being male dominated and not due to any equal pay issues. We are committed to our employees and ensuring opportunities are available to everyone, as well as investing in our future talent to ensure we hire the right people for the job. We already have a number of policies and processes in place to aid work life-balance for parents, equal opportunities and training and development opportunities, and we will continue to review and update these as required.

We recognise that in the manufacturing industry we all face the challenge of reducing the gender pay gap and at Westland we are committed to driving this change.

CLOSING THE GAP



ARE FOR ALL EMPLOYEES TODAY

- *Encourage development and promotion opportunities to employees of both genders;*
- *Carry out periodic pay and benefit reviews to ensure that male and female employees are equally rewarded in the same positions;*
- *Having carried out a review of our succession planning within the business we will continue to ensure females are considered for opportunities;*
- *Continually review our flexible working arrangements to allow both genders to remain in the workplace and support a work life balance.*

ARE FOR ALL EMPLOYEES TOMORROW

- *Monitor our recruitment processes to safeguard against any potential bias as far as is possible;*
- *Consider ways to broaden our recruitment opportunities including apprenticeships;*
- *Work with universities and schools to raise awareness of opportunities for everyone in our industry.*



GROWING



NURTURING



EQUIPPING

DECLARATION



STATUTORY DISCLOSURE

I confirm that the gender pay calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

A handwritten signature in dark ink, appearing to read "SD", is positioned above a horizontal line. The signature is written in a cursive, stylized manner.

Scott Dougherty
Finance Director