

WEPA UK Ltd Gender Pay Gap Report 2018

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. However, the roles that women hold in our organisation tend to be predominantly staff and management positions. 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 gap results.

Headcount as of April 2018:	Proportion of Male Employees	Proportion of Female Employees
Manual Workers (shop floor based)	175 (95%)	9 (5%)
Staff Workers	37 (71%)	15 (29%)
Management	22 (79%)	6 (21%)
Directors	4 (67%)	2 (33%)
Overall	238 (88%)	32 (12%)

Gender Pay Gap Reporting

The following results, in line with mandatory requirements, have been calculated as at 5th April 2018

	Difference in rate for men and women (£)	Difference in rate for men and women (%)
Mean Gender Pay Gap <i>*average pay for all men and average for all women employees</i>	-£2.09	-12.1%
Median Gender Pay Gap <i>* middle value of pay for all men and middle value for all women employees</i>	-£0.56	-3.7%
Mean Bonus Pay Gap <i>*average bonus for all men and average for all women employees</i>	£9,286.46	77.7%
Median Bonus Pay Gap <i>*middle values of bonuses paid to all men compared to all women employees</i>	£2,250	60.0%
Proportion of males receiving a bonus	6.7%	
Proportion of females receiving a bonus	28.1%	

There are 39 entries which were excluded from Hourly Rate calculations (38 male & 1 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.

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	85%	90%	92%	82%
Female	15%	10%	8%	18%

Key Findings:

Pay

Our negative mean gender pay gap of -12.1% shows that the average hourly rates of fixed pay are higher for women than they are for men, irrespective of their job role or level within the organisation.

The median is the number which is in the middle, when ranking pay from lowest to highest. This is broadly understood to be a representation of 'typical' pay, as extremes of low and high pay have less impact on the median. Our median gender pay gap is -3.7% (£0.56), illustrating that women are paid marginally higher rates of pay than men; this reflects the fact that during the relevant period, WEPA UK recruited a female Director and a female senior Manager.

These results reflect our demographic makeup; men occupy a higher percentage of roles at both ends of our pay spectrum, whereas we have a greater number of female employees in staff, management and director positions than we do in shop floor roles.

Throughout 2017/2018 we created a number of new shop floor and apprentice roles, which reflective of the manufacturing industry as a whole, attracted a higher volume of male applicants than female. As these roles are at the lower end of the pay spectrum, this has resulted in the mean and median pay gap being skewed in favour of women.

WEPA UK Ltd recruit for all vacant positions based on the candidate's skills and experience relevant to the role, and we 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 6.7% versus 28.1% has to be considered in the context of the overall predominance of females 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, staff and director positions.

We are aware that there is a gap in our mean figures relating to bonuses (77.7%). Bonuses are performance related and are rewarded based on a percentage of the eligible employees' salary. Bonus amounts tend to increase with seniority, and the mean bonus gap is therefore influenced by a higher proportion of men in the most senior director roles.

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 the most senior director roles.

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 the UK in general.

Statement

WEPA UK are clear on the reasons for our gender pay gap results, and we are committed to providing equal opportunities for men and women. As an equal opportunities' employer, we firmly believe in appointing the best candidate for the role, regardless of their gender or other factors. We will continue to explore how we can attract more females into our organisation in order to balance our gender demographics at every level.

In 2018 we introduced a job share scheme to help break down barriers for applicants who do not wish to work full-time. This scheme has allowed employees to continue in their roles on reduced hours, therefore promoting a work-life balance for all genders.

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.

I confirm that WEPA UK Ltd is committed to the principle of gender pay equality and has prepared its 2018 gender pay gap results in line with mandatory requirements.

Signed, for and on behalf of WEPA UK Ltd



Tony Curtis

Chairman of the Board of Directors

March 2019