

## Waterfields (Leigh) Ltd Gender Pay Gap Report and Supporting Statement

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out calculations that show the difference between the average earnings of males and females in our organisation; it will not involve publishing individual employees data.

We are required to publish the results on our own website and a government website. We have used data from 1/4/18-31/3/19.

### Results

Mean pay gap =	23.14%	
Median pay gap =	16.09%	
Mean bonus gap =	-100%	
Median bonus gap =	-100%	
Proportion of different genders receiving bonus payment =	0% Male	10% Female
Proportion of different genders in lower quartile =	3% Male	97% Female
Proportion of different genders in lower middle quartile =	0% Male	100% Female
Proportion of different genders in upper middle quartile =	39% Male	61% Female
Proportion of different genders in upper quartile =	51% Male	49% Female

Our business has two very distinct areas, manufacturing and retail. In retail we employ 275 female and 0 male staff. In manufacturing we employ 99 male and 52 female staff.

Our retail and manufacturing areas have distinct pay structures. Retail pay scale is lower than manufacturing; it also accounts for the vast majority of our work force and is almost entirely female.

Retail managers are the only employees eligible for bonus payments. All our retail managers are female, hence the 100% bonus gap result.

Our mean pay gap at our manufacturing site is -3.8% across all quartiles.