

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 six calculations that show the difference between the average earnings of men and women 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 1/3/16-31/3/17.

Results

Mean pay gap =	14.2%	
Median pay gap =	6.8%	
Mean bonus gap =	-100%	
Median bonus gap =	-100%	
Proportion of different genders receiving bonus payment =	0% Male	12% Female
Proportion of different genders in lower quartile =	8% Male	92% Female
Proportion of different genders in lower middle quartile =	0% Male	100% Female
Proportion of different genders in upper middle quartile =	36% Male	64% Female
Proportion of different genders in upper quartile =	42% Male	58% Female

Our business has two very distinct areas: manufacturing and retail. In retail we employ 302 women and 1 man. In manufacturing we employ 95 men and 50 women.

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

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

Our manufacturing mean gender pay gap is -3.6% (on average women earn 3.6% more than men in manufacturing)

Our retail mean gender pay gap is -7% (on average women earn 7% more than men in retail, however this is an insignificant calculation as we only employ 1 man in retail).