

Westcoast Limited 2019 Gender Pay Report



Westcoast Limited is a diverse organisation where employees are encouraged to fulfil their ambitions and goals. Please find our Gender Pay Gap Report published below.

Pay and bonus information

On the 5th April 2019, Westcoast Limited employed 373 relevant male employees and 252 relevant female employees.

As at the snapshot day of 5th April 2019 our mean overall hourly GPG was 25% and the median hourly GPG was 15%.

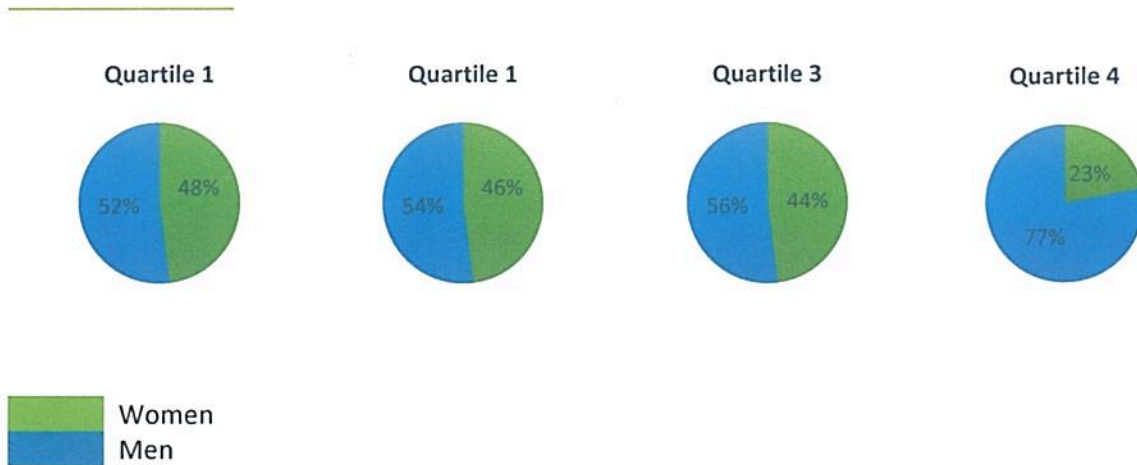
Our bonus population represents 85% of our overall employee population; the figures below have been calculated using the 12-month reference period to 5th April 2019.

The percentage of women who were paid bonus is equal to that of the number of men; however, it is noted that the mean bonus difference is 61% and the median pay difference is 59% .

	Mean	Median
Hourly pay	25%	15%
Bonus pay	61%	59%

	Men	Women
Those paid bonus within the 12 month reference period	85%	85%

Pay Quartiles – these illustrate the gender distribution across Westcoast Limited in four equally sized quartiles.



The percentage gap between pay rates in quartiles one, two and three have reduced, as in 2019 the Company recruited a significant number of women. The number of new female employees has increased by 36 year on year, in comparison to an increase of 4 new male employees, during the same period.

This is a reflection on the progress made within the Company to encourage women into the business, the Company continues to focus in these areas.

In the Upper quartile, the percentage of male to female GPG has remained at the same level as 2018.

The Westcoast Limited Gender Pay Gap report has been published in accordance with the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

We confirm the data reported is accurate.

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