



westerleigh  
GROUP

# Gender Pay Gap

Report 2023



## What is Gender Pay Gap Reporting?

We're pleased to share our first gender pay gap report.

The gender pay gap is a measure of equality that shows the percentage difference between the average hourly earnings for men and women. It's not the same as equal pay (which compares the pay for comparable jobs).

There is a legal requirement for companies with more than 250 employees to report their gender pay gap figures, and this is the first year that part of the Westerleigh Group has met this threshold and needs to report its results.

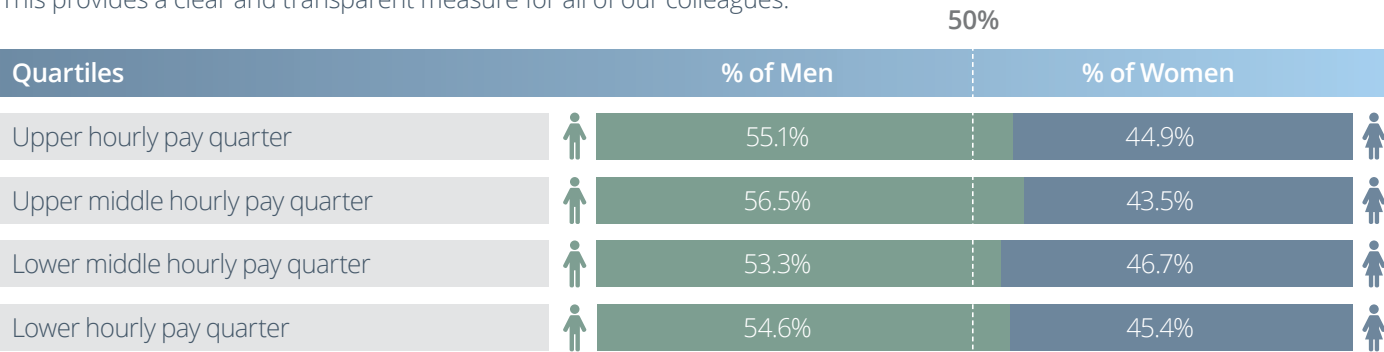
Our results indicate that Westerleigh is in a good position when it comes to our gender pay gap.



## Gender Pay Gap Results – Westerleigh Group

In our report, we've chosen to go beyond the scope of regulatory requirements to share the same view of gender pay gap reporting across all companies within the Westerleigh Group. (This includes AK Lander, Distinct Cremations and Crematoria Management Limited).

This provides a clear and transparent measure for all of our colleagues.



### Overview of results

- The quartiles show we have more men than women in each quarter. This is reflective of our overall gender split of 54.9% men and 45.1% women (this only includes “full-pay relevant employees”).
- Gender representation across all pay quartiles is consistent. We don't have disproportionately more men in the upper quartiles compared to women for example.



Amy Marsh, HR Director

We recognise the value of a diverse and inclusive workplace where colleagues are supported to achieve their potential.

We will continue to invest in policies that support women in the workplace and help them to achieve their aspirations at Westerleigh.

This is one aspect of a wider investment in colleagues to help us attract, retain and develop talented teams across the Westerleigh Group.

## Gender Pay Gap Reporting – Westerleigh Group

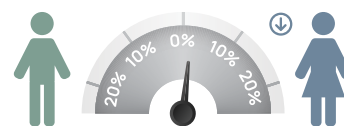
### Gender Pay Gap Results

- Our *mean*<sup>†</sup> gender pay gap shows that **men are paid 1.8% less than women**.
- Our *median*<sup>‡</sup> gender pay gap shows **women are paid 1.55% less than men**.

These calculations include elements of basic pay plus any bonus or recognition payments made in April 2023 for colleagues. Anyone with unpaid absence or on maternity leave etc is excluded from this calculation.



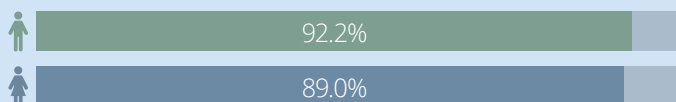
Our *mean*<sup>†</sup> Gender Pay Gap calculation shows that **men are paid 1.8% less than women**.



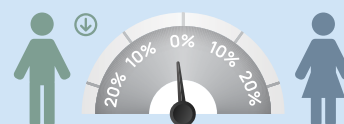
Our *median*<sup>‡</sup> Gender Pay Gap calculation shows **women are paid 1.55% less than men**.

### Gender Bonus Gap Results

- The Gender Bonus Gap calculation considers any bonus, incentive, cost of living or recognition payments received over 12 months, ending on 5 April 2023.
- Our *mean* Gender Bonus Gap (GBG) shows that **men received 1.64% less than women in bonus payments**.
- Our *median* shows **women received 1.72% less than men in bonus payments**.



- A slightly higher proportion of men received a bonus (92.2%) compared to women (89%).



The *mean* Gender Bonus Gap (GBG) shows that **men are paid 1.64% less than women in bonuses**.



The *median* Gender Bonus Gap (GBG) shows that **women are paid 1.72% less than men**.









<sup>†</sup> The mean Gender Pay Gap (GPG) calculation averages the hourly rate of pay for all men and compares this with the average hourly rate for all women for the pay period that includes the 5th April 2023.

<sup>‡</sup> The median calculation compares the hourly rate at the middle data point of men (if all men were ordered based on their hourly rate from highest to lowest) and compares this with the middle data point of women.

## Gender Pay Gap Reporting - Crematoria Management Limited (CML)

The largest company within the Westerleigh Group is Crematoria Management Limited (CML). This part of the Group incorporates most of our crematoria sites and colleagues\* and meets the 250 employees threshold that means it needs to report its gender pay gap results.

50%

Quartiles		% of Men	% of Women	
Upper hourly pay quarter		44.8%	55.2%	
Upper middle hourly pay quarter		57.6%	42.4%	
Lower middle hourly pay quarter		62.7%	37.3%	
Lower hourly pay quarter		44.1%	55.9%	

- The quartiles show that we have more women than men in the upper and lower hourly pay quartiles, and more men than women in the two middle quartiles.

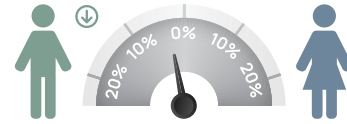
\* The majority of sites are included in this part of the business with a few exceptions that sit within different companies.

## Gender Pay Gap Reporting - Crematoria Management Limited (CML)

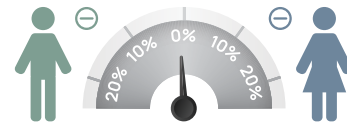
### Gender Pay Gap Results

- Our *mean*<sup>†</sup> gender pay gap shows that **men are paid 3.1% less than women.**
- Our *median*<sup>†</sup> gender pay gap shows **men are paid 0.7% less than women.**

These calculations include elements of basic pay plus any bonus or recognition payments made in April 2023 for colleagues. Anyone with unpaid absence or on maternity leave etc is excluded from this calculation.



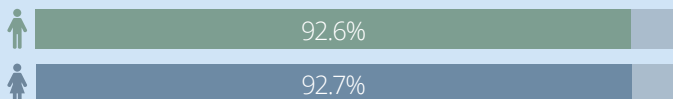
Our *mean*<sup>†</sup> calculation shows that **men are paid 3.1% less than women.**



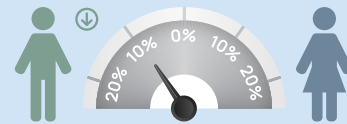
Our *median*<sup>†</sup> calculation shows **men are paid 0.7% less than women.**

### Gender Bonus Gap Results

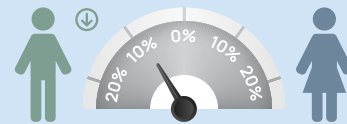
- The Gender Bonus Gap calculation considers any bonus, incentive, cost of living or recognition payments received over 12 months, ending on 5 April 2023.
- Our *mean* Gender Bonus Gap (GBG) shows that **men received 9.27% less than women in bonus payments.**
- Our *median* shows **men received 8.49% less than women in bonus payments.**



- The percentage of men and women receiving bonuses is very similar – **92.6% of men vs 92.7% of women.**



The *mean* Gender Bonus Gap (GBG) shows that **men received 9.27% less than women in bonus payments.**



Our *median* shows **men received 8.49% less than women in bonus payments.**



**Debbie Smith**, CEO

**In Summary:** We're proud to share a strong set of Gender Pay Gap Results right across the Westerleigh Group. Our decision to go beyond regulatory requirements in our reporting has helped to create a clear and transparent measurement for all colleagues. It also reflects our commitment to creating a fair and equitable workplace through our policies and practice. Exceptional care is key to everything we do at Westerleigh and our colleagues deliver this every day as they serve local communities. We will continue to invest in creating a great place to work – where colleagues feel engaged, motivated and proud to be part of our team.

**We can confirm that this report and the information contained within is accurate.**



**Debbie Smith**, Chief Executive Officer



**Amy Marsh**, Human Resources Director