



WATERSIDE

2025 Report

Gender Pay Gap





There is a legal requirement for all businesses with 250 or more employees to publish their gender pay gap on an annual basis. This information must be published by the 4th April each year.

The gender pay gap is calculated as the percentage difference between the average hourly pay of women and men, regardless of role or department. It is important to note that the gender pay gap does not take job roles, seniority, or experience into account. It is therefore not the same as equal pay, which ensures that men and women are paid the same for performing the same role.

The legislation requires organisations to report on the following areas:

- Mean Gender Pay Gap
- Median Gender Pay Gap
- Mean Bonus Pay Gap
- Median Bonus Pay Gap
- Proportion of men and women receiving a bonus
- Gender pay quartiles





Foreword by

Miranda Jacobs

Board Chair



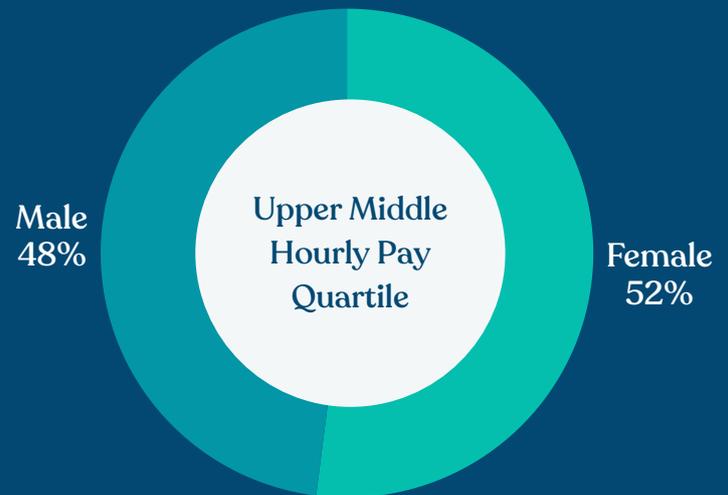
Waterside is a true family business, founded by my grandparents just over sixty years ago. We have four five-star parks and we are dedicated to creating happy, unforgettable holidays in beautiful locations in the South West. Our team are at the heart of all that we do and their energy, talent and commitment gained us top scores from the Which survey of holiday parks and resorts. The entire team created Waterside's Values which ensure that they live and breathe within the business on a day to day basis. Waterside has an all-female ownership and board and the issue of gender equality is hugely important to us. For us, it goes without saying that like-for-like roles are rewarded fairly for everyone and we also look to support our team to learn and grow with us.





Gender Pay Gap Quartiles

Our gender pay quartile data shows a broadly balanced distribution of men and women across the organisation, with representation across all pay bands. As with many businesses, variations within quartiles reflect the overall composition of roles and seniority rather than differences in pay for the same work.





Mean & Median

Gender Pay Gap	
Mean Average	Median Average
5%	1%

Our gender pay gap reporting is based on a total of 352 employees, made up of 114 permanent and 238 seasonal employees, as of the review date of the 5th April 2025.

Our mean gender pay gap remains low, and the median gap continues to demonstrate near parity between men and women. For our seasonal workforce, hourly pay rates are set by role and applied consistently regardless of gender or experience. We believe this approach ensures fairness and transparency across our seasonal teams.



Bonus Pay Gap

Bonus Pay Gap			
Mean Average	Median Average	% of Males Receiving Bonus	% of Females Receiving Bonus
72%	53%	19%	17%

Of all employees who received a bonus, 48% were female and 52% were male, representing an improvement on last year's position and moving closer to an even split.



This improvement reflects changes to our bonus structure and a broader distribution of bonus eligibility across the business. However, bonus and commission-based roles, including senior leadership and sales positions, remain predominantly male and attract higher bonus values. This continues to be the main driver of the remaining mean and median bonus pay gaps.

We will continue to review our bonus arrangements to ensure they remain fair, transparent, and accessible, while supporting progression and opportunity across all areas of the business.





Our Gender Pay Commitment

We remain committed to regularly reviewing our gender pay gap and to ensuring fairness, consistency, and transparency across our reward structures. We continue to make it clear that we welcome applications from all individuals, regardless of gender, and we select candidates based on skills, experience, and potential to succeed in the role.

Our reward and recognition frameworks are kept under continual review to ensure they remain fair and inclusive. We are equally committed to providing consistent working conditions, development opportunities, and career progression for all employees. At Waterside, development of our people is actively encouraged regardless of gender, and we are passionate about creating an inclusive environment where everyone can thrive.