



WATERSIDE

2024 Report

Gender Pay Gap





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

The gender pay gap is calculated as the percentage difference between the average hourly pay rate for women, and the average hourly pay rate for men, regardless of their role or department. It is important to remember that as the gender pay gap does not take roles or experience into consideration, it is therefore not the same as pay equality, which is when men and women are paid the same for performing the same work.

The legislation requires the following reports:

- Mean Gender Pay Gap
- Median Gender Pay Gap
- Mean Bonus Gap
- Median Bonus Gap
- Bonus Proportions
- Quartile Pay Bands





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





Mean & Median

Gender Pay Gap	
Mean Average	Median Average
6%	1%

Our gender pay gap reporting is based on a total of 349 employees, split by 106 permanent and 243 seasonal employees, as of the review date of the 5th April 2024. Our mean gender pay gap has reduced to 6% versus 13% last year. We are delighted in this reduction and will continue to both review our position and reduce the gap. The reduction is also reflected in our median pay gap which has reduced to 1% versus 2% last year. For our seasonal workers, we continue to have set hourly rates per role regardless of gender and experience, as we feel this is the fairest way we can pay our workforce. We will continue to employ the best applicant for the role regardless of gender & in this respect our small Senior Leadership Team remains predominantly male, which will be the main contributor to the remaining gap. We also continue to ensure our permanent workforce are paid fairly and men and women will always be paid the same for doing the same work.



Bonus Pay Gap

Bonus Pay Gap			
Mean Average	Median Average	% of Males Receiving Bonus	% of Females Receiving Bonus
81%	44%	21%	15%

Of all employees receiving bonuses at Waterside, 42% of these are female, and 58% are male, which has changed from the even split we had last year. This is due to a change to our bonus scheme for 2024 which provided more of our support employees with a bonus. There are more males within our support roles which has widened this gap versus last year. Our Senior Leadership and our Sales Team also remain predominantly male, and these roles attract higher bonuses and commission payments which has also contributed to our Mean and Median pay gaps.





Our Gender Pay Commitment

We continually review our pay gap and stand by our commitment to treat everyone fairly. We will continue to make it clear that we do not exclude anyone from applying for any of our roles and consider all applicants that are either qualified or have the experience we are looking for, and we select the person we believe will succeed in their role and enjoy working as part of our diverse and incredible team. Our reward system is constantly under review as it is important to us that this is accepted by anyone we employ, and we continue to ensure working conditions and opportunities are consistent and fair for all. Development of all staff, regardless of gender, is actively encouraged at Waterside and we are passionate about creating an environment where everyone can thrive.