



WATERSIDE

2023 Report

Gender Pay Gap





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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





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Foreword by

Miranda Jacobs

Board Chair



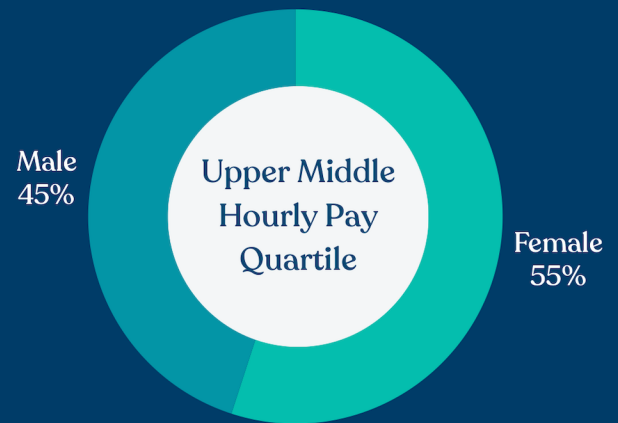
Waterside is a true family business, founded by my grandparents just over sixty years ago. We have four five-star parks and we are dedicated to creating happy, unforgettable holidays in beautiful locations in the South West. Our team are at the heart of all that we do and their energy, talent and commitment 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.





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Gender Pay Gap Quartiles





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Mean & Median

Gender Pay Gap	
Mean Average	Median Average
13%	2%

Our gender pay gap reporting is based on a total of 336 employees, split by 94 permanent and 242 seasonal employees, as of the snapshot date of the 5th April 2023.

Our mean gender pay gap is 13% which shows that on average men are paid more than women, however, this is a small gap and as shown in our median pay gap the difference in these rates is small. For our seasonal workers, we have set hourly rates per role regardless of gender and experience as we feel this is the fairest way we can pay our seasonal workforce. We also ensure our permanent workforce are paid fairly and men and women will always be paid the same for doing the same work. However our Senior Leadership Team is predominantly male, which is what has created this gap.



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Bonus Pay Gap

Bonus Pay Gap			
Mean Average	Median Average	% of Males Receiving Bonus	% of Females Receiving Bonus
76%	40%	19%	18%

Of all employees receiving bonuses at Waterside, 50% of these are female, and 50% are male, which shows we have an even split of bonus distribution. However, the Senior Leadership and our Sales Team are predominantly male and these roles naturally attract higher bonuses and commission payments which has caused our Mean and Median pay gaps.





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Our Gender Pay Commitment

We continually review our pay gap and our commitment is to treat everyone fairly. We make it clear that we do not exclude anyone from applying for roles and consider all applicants that are either qualified or has 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.

Going forward we will review and ensure our reward system is credibly benchmarked and is accepted as such by anyone we employ and continue to ensure our way of working, working conditions and opportunities will be consistent and fair for all.

Although we actively encourage the development of all our staff, we will begin to closely monitor the progression of females in our business looking to go into more Senior and Leadership roles and ensure they feel fully supported in doing so.