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Gender pay gap service

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Important

There were some changes to enforcement of the gender pay gap reporting regulations for the 2020/21 reporting year (which used a snapshot date of either 31 March 2020 or 5 April 2020).

For more information please read [this guidance](#).

[◀ View all reports for this employer](#)

WEC GROUP LIMITED 2020/21 Gender pay gap report

Add to compare

Registered address:

Britannia House, Junction Street, Darwen, Lancashire, BB3 2RB

Nature of business (SIC):

Manufacturing

Snapshot date:

5 April 2020

Employee headcount:

500 to 999 employees

Person responsible:

Andrew Sedgley (Company Secretary)

[What this employer says about their gender pay gap](#)

Hourly pay gap

In this organisation, women earn 88p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 12.2% lower than men's.

Women Men

12p
less
↓



When comparing mean (average) hourly pay, women's mean hourly pay is 10.7% lower than men's.

▶ [About median and mean](#)

The percentage of women in each pay quarter

In this organisation, women occupy 10.4% of the highest paid jobs and 21.3% of the lowest paid jobs.

Women Men

Upper hourly pay quarter (highest paid)

10.4%

89.6%

Upper middle hourly pay quarter

8.3%

91.7%

Lower middle hourly pay quarter

12.8%

87.2%

Lower hourly pay quarter (lowest paid)

21.3%

78.7%

[▶ About pay quarters](#)

Bonus pay gap

In this organisation, women earn 90p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 9.6% lower than men's.

Women Men

10p
less
▼



When comparing mean (average) bonus pay, women's mean bonus pay is 56.8% lower than men's.

Who received bonus pay

92.9% of women

93.3% of men

Related content

[Gender pay gap reporting](#)

[Eight ways to understand your organisation's gender pay gap](#)

[Four steps to developing a gender pay gap action plan](#)

[Actions to close the gap](#)