WESTINGHOUSE ELECTRIC UK HOLDINGS LIMITED
2025-26 Gender pay gap report

Add WESTINGHOUSE ELECTRIC UK HOLDINGS LIMITED to comparison

Contents

1. Main facts and figures
2. Hourly pay
3. Pay quarters
4. Bonus pay
5. About WESTINGHOUSE ELECTRIC UK HOLDINGS LIMITED

---

1. Main gender pay gap figures

In this organisation:

- women earned £1.01 for every £1 that men earned (comparing median hourly pay)
- women made up 35.7% of employees in the highest paid quarter, and 21.2% of employees in the lowest paid quarter
- 65.4% of women received bonus pay, compared with 48.2% of men
- women's bonus pay was 30.1% higher than men's (comparing median bonus pay)

---

2. Hourly pay

In this organisation:

- women's median hourly pay was 1.2% higher than men's – this means they earned £1.01 for every £1 that men earn when comparing median hourly pay

1p
more

£1.01

£1

Women

Men

- women's mean (average) hourly pay was 10.3% higher than men's

Read more about median and mean

The median gender pay gap figure

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman in the middle of a list of hourly pay, ordered from highest to lowest paid.

A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the 2 central numbers.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay, or bonuses. However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

The mean (average) gender pay gap figure

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. Very high or low hourly pay can 'dominate' and distort the figure.

---

3. Pay quarters

In this organisation, women made up:

- 35.7% of employees in the upper hourly pay quarter (highest paid jobs)
- 12.2% of employees in the upper middle hourly pay quarter
- 26.5% of employees in the lower middle hourly pay quarter
- 21.2% of employees in the lower hourly pay quarter (lowest paid jobs)

A visualisation showing the proportions of men and women in each pay quarter of this organisation

Show explanation for this visualisation

Highest paid jobs

Women

Men

Lowest paid jobs

Each represents 1% of the employees in this organisation

Table: pay quarters

Pay quarter		Women (%)	Men (%)	Total (%)
Upper hourly pay quarter (highest paid)	**Percentage in this pay quarter**	35.7	64.3	100
	Percentage of all employees	8.9	16.1	25
Upper middle hourly pay quarter	**Percentage in this pay quarter**	12.2	87.8	100
	Percentage of all employees	3.1	21.9	25
Lower middle pay quarter	**Percentage in this pay quarter**	26.5	73.5	100
	Percentage of all employees	6.6	18.4	25
Lower hourly pay quarter (lowest paid)	**Percentage in this pay quarter**	21.2	78.8	100
	Percentage of all employees	5.3	19.7	25
Totals		23.9	76.1	100

Read more about pay quarters

Pay quarters show the percentage of men and women employees in 4 equally-sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation.

---

4. Bonus pay

In this organisation:

- women’s median bonus pay was 30.1% higher than men’s – this means they earned £1.30 for every £1 that men earn when comparing median bonus pay

30p
more

£1.30

£1

Women

Men

- women’s mean (average) bonus pay was 29.73% higher than men’s
- 65.4% of women and 48.2% of men received bonus pay

---

5. About WESTINGHOUSE ELECTRIC UK HOLDINGS LIMITED

Registered address

Springfields, Salwick, Preston, Lancashire, PR4 0XJ

Sector

Professional scientific and technical activities

Snapshot date

5 April 2025

Employee headcount

250 to 499 employees

Person responsible

John Hampton (EMEA Total Rewards Director)

Support links