

Gender Pay Gap Reporting 2021-22

What is the gender pay gap?

The gender pay gap is a measure of the difference in average earnings between men and women. The gender pay gap differs from equal pay as it is concerned with the differences in the average pay regardless of role.

Since April 2017, there is a mandatory requirement for Companies in Great Britain with 250 or more colleagues to report and publish specific figures about their gender pay gap each year.

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

The calculations are:

- **Median gender pay gap** is the difference between the median (middle) hourly rate of pay of male full-pay relevant colleagues and that of female full-pay relevant colleagues
- **Mean gender pay gap** is the difference between the mean (average) hourly rate of pay of male full-pay relevant colleagues and that of female full-pay relevant colleagues
- **Median bonus gap** is the difference between the median (middle) bonus pay paid to male relevant colleagues and that paid to female relevant colleagues
- **Mean bonus gap** is the difference between the mean (average) bonus paid to male relevant colleagues and that paid to female relevant colleagues

Bonus proportions are the proportions of male and female relevant colleagues who were paid bonus pay during the relevant period (see below for details).

Quartile pay ranges are the proportions of male and female full-pay relevant colleagues in the lower, lower middle, upper middle and upper quartiles of pay.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 4th 2022 (no later than 3rd April 2023). These results must be maintained on our website for a minimum of three years.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels

- how effectively talent is being maximised and rewarded

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting the HR Department.

Our Workforce at 5th April 2022

331 employees
89% Male (296)
11 % Female (35)

There continues to be a slight decrease in the percentage of women in the business since 2020. This is a result of the increase of drivers and warehousing personnel that have joined the business we have a higher proportion of men than women in these roles.

Our Gender Pay Gap Findings

What is the median?

The median figure is reached by listing all the hourly paid rates in order and selecting the middle number. The median gap is reached by calculating the difference between male and female figure as at 5th April 2022.

Middle ranked male	£11.83
Middle ranked female	£10.82

Last year the women's median hourly rate was 2.1% lower than men and this year it is 1.093% lower than men.

What is the mean?

The mean figure is reached by adding up all the hourly rates and dividing the total by the number of results in the list. The mean gap is the difference in the male and female mean as at 5th April 2022.

Average Male rate	£12.66
Average Female rate	£11.84

Women's mean hourly rate is 1.07% lower than men. This is a significant change from last year, where we saw the women's mean hourly rate being 5.96% higher. This can be attributed to the increase in male employees in the company.

Percentage of male and females in each quartile

These figures show how many men and women are in each quartile of the payroll. In each quartile, the disposition of the workforce is largely male.

Female		Male
12%	Upper Quartile	88%
11.4%	Upper Middle	88.6%
12.4%	Lower Middle	87.6%
13.5%	Lower Quartile	86.5%

We have seen a reduction from 18.57% last year of women in the Upper Quartile. Last years' Upper Middle Quartile had 10% women. The Lower Middle Quartile population of women has increased from 2.86% last year. The Lower Quartile has decreased from 18.31%

Our Gender Bonus Gap

Who received bonus pay in April 2021 – April 2022

7.4% Men
5.71% Women

This is a large reduction in the number of people who received a bonus from the previous year, due to COVID bonuses being awarded in 2020-2021.

The difference between the average bonus received by male and female colleagues as at 5th April 2022.

Male average bonus	£3568
Female average bonus	£2278

Women's Mean bonus pay is 44.13% lower than men. This is a significant improvement from last year which was 55.90%. In 2020 the gap was 75.47%.

Middle ranked male bonus	£2825
Middle ranked female bonus	£2278

Women's median bonus pay is 21.43% lower than men. Two years ago, the difference was 72.17%. Last year the gap was 8.88%, which is likely due to the payment of the COVID bonus.

The April 2022 provisional figures for the gender pay gap

In October 2022 the ONS published its latest figures on the gender pay gap between women and men by age, region, full-time and part-time, and occupation, as compiled from the Annual Survey of Hours and Earnings.

Among full-time employees the gender pay gap in April 2022 was 8.3%, up from 7.7% in April 2021.

Commentary

We remain committed to ensuring parity between our male and female colleagues and continue to work towards narrowing any gaps. Our sector is typically heavily dominated by male colleagues and we will continue to encourage female colleagues to enter into our industry by offering competitive salaries, bonuses and flexible working where possible.

Areas we will review to support reducing any pay gender gap

As standard we operate the following policies:

- Manage family friendly leave successfully
- Make the most of flexible working arrangements
- Encourage and review career and talent development
- Review Reward systems – bonuses, holiday entitlement, car allowances, and other benefits
- Review Pay structures – routinely review all aspects of pay to ensure that all parts of the business are operating fairly and consistently
- Ensuring that our recruitment practices are consistent and inclusive.

In the last year we have introduced a Management Development programme across the business to upskill all employees and build long lasting careers across all areas. We are also working to promote from within our existing employees base and expect to create higher level positions in the coming months.

We can confirm that the data contained in this report is accurate and published in accordance with the Gender Pay Gap Reporting guidance and legislation.



Matthew Kilner
Managing Director