

## Gender Pay Gap Reporting 2020-21

### 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 5<sup>th</sup> 2021 (no later than 4<sup>th</sup> April 2022). 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 HR Department.

### **Our Workforce at 5<sup>th</sup> April 2021**

301 employees

87.37% Male (263)

12.63% Female (38)

This is a very 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 and 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 5<sup>th</sup> April 2021.

**Middle ranked male                                 £10.95**

**Middle ranked female                                 £10.72**

Last year the womens median hourly rate was 0.4% than men and this year it is 2.10% lower than men.

What is the mean?

The mean figure is reached by adding up all of 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 5<sup>th</sup> April 2020.

**Average Male rate   £12.40**

**Average Female rate   £13.14**

Women’s mean hourly rate is 5.96% higher than men. This is a significant improvement on last year which was 0.56% lower than men and reflects the increase in women in more senior roles in the business.

### **Percentage of male and females in each quartile**

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

Female		Male
18.57%	Upper Quartile	81.43%
10%	Upper Middle	90.00%
2.86%	Lower Middle	97.14%
18.31%	Lower Quartile	81.69%

We have seen a significant increase in the number of women in the upper quartile from last year (11.36%), a smaller increase in the upper middle (9.09%), a significant reduction in the lower middle (11.36%) and a small increase in the lower quartile (13.33).

### **Our Gender Bonus Gap**

Who received bonus pay in April 2020 – April 2021

90.15%	Men
89.47%	Women

This was a reduction for both men and women following a restructure of our bonus scheme.

The difference between the average bonus received by male and female colleagues as at 5<sup>th</sup> April 2021.

<b>Male average bonus</b>	<b>£1082.28</b>
<b>Female average bonus</b>	<b>£477.23</b>

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

<b>Middle ranked male bonus</b>	<b>£333.82</b>
<b>Middle ranked female bonus</b>	<b>£304.15</b>

Womens median bonus pay is 8.88% lower than men. This is a significant improvement from last year which was 72.17%.

### ***The April 2021 provisional figures for the gender pay gap***

*In November 2021 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 2021 was 7.9%, up from 7.0% in April 2020.

- There remains a large difference in gender pay gap between employees aged 40 years and over and those aged below 40 years.
- Compared with lower-paid employees, higher earners experience a much larger difference in hourly pay between the sexes.
- The managers, directors and senior officials occupation group has experienced the largest fall in gender pay gap since the pre-pandemic April 2019 figure, in particular for those aged 50 years and over; this group has previously been identified as having a notable impact on the pay gap.
- The gender pay gap is higher in every English region than in Wales, Scotland and Northern Ireland.

## **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.

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

Sophie Metcalf

**Head of HR**

**March 2021**