

Gender Pay Gap Reporting 2019-2020

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 5th 2020 (no later than 4th April 2021). 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 5th April 2020

286 employees

86.36% Male (247)

13.64% Female (39)

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 2020.

Middle ranked male £10.94

Middle ranked female £11.40

Women's median hourly rate is 0.4% higher 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 5th April 2020.

Average Male rate £12.55

Average Female rate £12.48

Women's mean hourly rate is 0.56% lower than men

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 especially in the top 3 quartiles. These figures show that women are more represented in the lower quartile.

Female		Male
11.36%	Upper Quartile	88.64%
9.09%	Upper Middle	90.91%
11.36%	Lower Middle	88.64%
13.33%	Lower Quartile	86.67%

Our Gender Bonus Gap

Who received bonus pay in April 2019 – April 2020

92.71% Men
97.44% Women

The difference between the average bonus received by male and female colleagues as at 5th April 2020.

Male average bonus £751.46
Female average bonus £323.21
Women's Mean bonus pay is 75.47% lower than men

Middle ranked male bonus £317.87
Middle ranked female bonus £133.26
Women's Median bonus pay is 72.17% lower than men

The April 2020 provisional figures for the gender pay gap

In November 2020 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 2020 was 7.4%, down from 9.0% in April 2019.
- The gender pay gap among all employees was 15.5% in 2020, down from 17.4% in 2019.
- The gender pay gap remained close to zero for full-time employees aged under 40 years but was over 10% for older age groups.
- Compared with lower-paid employees, higher earners experienced a much larger difference in hourly pay between the sexes.
- There was a fall in the gender pay gap within the managers, directors and senior officials occupation group in 2020; this group has previously been identified as having a notable impact on the pay gap.
- The gender pay gap was higher in every English region than in each of Wales, Scotland and Northern Ireland.
- Since 2016, the gap has reduced among employees working in both smaller and larger (250 or more employees) companies; from 2017, organisations employing 250 or more employees have been required by the UK government to publish and report specific figures about their gender pay gap.

Commentary

As with many businesses, the Covid 19 pandemic affected our workforce and a number of employees were furloughed during April 2020 which has created a dissimilar comparison to previous years. We are committed at Expect Distribution in ensuring employees in similar roles are paid equitably and that we work towards narrowing any gender pay gap. 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

We have recently introduced new programmes such as a Women in Logistics campaign to bring women into the industry, working with Early Careers, apprentices and graduates and working with a wider range of sources to ensure we encourage applications from a diverse background. A new programme of Management and Employee development is due to be launched in April 2021 with a view to encouraging progression and development across our workforce.

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 2020