

## Gender Pay Gap Report 2021

As part of its commitment to reducing the UK's gender pay gap, the UK government is asking all employers with 250 or more employees to publish their gender pay gap on an annual basis. Gender pay gap reporting does not represent equal pay. Equal pay relates to males and females being paid differently for 'like work' or 'work of equal value' and has been prohibited under UK law since the 1970s. We are committed to ensuring equal pay through regular monitoring and analysis and are confident that our gender pay gap is not an equal pay issue.

### Gender Pay Gap

Our gender pay gap is reported using the mean and the median, as follows;

Mean: -21.3%

Median: -34.9%

### Gender Bonus Gap

Our gender bonus gap is also reported using the mean and median, as follows;

Mean: -112.7%

Median: -27.1%

The proportion of our employees who received a bonus payment is shown as a percentage;

Males: 12.3%

Females: 30.8%

### Pay Distribution

We have split the hourly pay rates of our workforce into four pay quartiles. We have then calculated the proportion of males and females in each quartile, and the distribution is shown as a percentage;

	Males	Females
Upper Quartile	59.7%	40.3%
Upper Middle Quartile	65.4%	34.6%
Lower Middle Quartile	89.6%	10.4%
Lower Quartile	92.3%	7.7%

### **What Do Our Figures Show?**

The operational nature of our Company has led to a disproportionate representation of males and females across the departments within the organisation. Males represent 88% of our operational workforce which has a significant impact on the figures, above.

Gender Pay Gap:

Our figures appear to suggest that there isn't a gender pay gap within our business; whilst we do recognise an imbalance in our male to female staffing numbers across the quartiles.

Gender Bonus Gap:

I am pleased to note that we have awarded bonuses to a higher proportion of our employees this year compared to last year, particularly for our female employees. Both our mean and median figures suggest that we do not have a gender bonus gap within our business. Our figures suggest that more bonus payments have been awarded to females compared with males which correlates with the changes we have seen within our senior management team and senior sales team structures.

### **What Are We Doing About This?**

We, as an employer, are committed to ensuring that all roles in our business are accessible to those with the skills and experience who wish to work there regardless of gender, and we will continue to take steps to encourage all our people to reach the highest level to which they aspire.

The plan we noted in our 2020 Gender Pay Gap Report was to include more females within our Senior Management Team, and we are pleased to have achieved this. We are proud of the positive impact this is having across our business.

Our plan for 2022 is to continue to review shift patterns within our business, looking more closely at the imbalance in our male to female staffing numbers across the quartiles, where currently 88% of our operational workforce is male. We plan to look to introduce a weekend shift within our operational business areas, which we hope will offer a greater variety of working hours in order to attract and promote a more gender-balanced workforce in the near future.

I confirm that the data in this report has been calculated accurately and in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Paul Timmins

Director