



Gender Pay Gap Report 2018

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 in England, Scotland and Wales to publish their gender pay gap on an annual basis. Gender pay gap reporting does not represent equal pay. Equal pay relates to men and women 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: -14.4%

Median: -32.6%

Gender Bonus Gap

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

Mean: 20.9%

Median: 54.5%

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

Males: 2.9%

Females: 5.2%

Pay Distribution

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

	Men	Women
Upper Quartile	65.8%	34.2%
Upper Middle Quartile	73.7%	26.3%
Lower Middle Quartile	84.8%	15.2%
Lower Quartile	88.7%	11.3%

What Do Our Figures Show?

The operational nature of our Company has historically led to a disproportionate representation of men and women across the departments within the organisation. Men represent 89% 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:

Whilst I am pleased to note that a higher proportion of women than men receive a bonus in this company, the median figure suggests that we have a gender bonus gap. However, this is distorted by the inclusion of senior-level employee remuneration. The more senior an employee, the greater their bonus payment is likely to be. Conversely, employees in lower paid roles will receive smaller bonuses.

What Are We Doing About This?

Our lack of a gender pay gap emphasises the importance of our agenda to remove any unintentional hindrances to progression. The Company is 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.

As a result of continuous advancement in technology, the Company is constantly seeking to implement new technologies, where possible, in order to bring the Company into a position of greater operational efficiency. As a result of this, we intend to become an organisation with much less manual reliance within our operational departments. Furthermore, we are now evaluating the impact shift patterns have on the recruitment of staff, based on their gender. We are looking to implement a wider range of shift patterns in the future in order to attract and promote a more gender-balanced workforce.

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



Peter Owen

Managing Director