



UK Gender Pay Gap Update Snapshot Date - April 2024

Overview – Pay Gap Reporting

- The following information is calculated on the basis of earnings of all “relevant” employees in the organisation as at **April 2024** and bonus received during **January 2024**.

- The following metrics are calculated:
 - Mean gender pay gap
 - Median gender pay gap
 - Mean bonus gender pay gap
 - Median bonus gender pay gap
 - Proportion of males/females receiving a bonus
 - Quartile ranking of male/female colleagues.

Overview – Mean Gender Pay Gap

Mean Gender Pay Gap

Data: Based on pay in month of April 24 and the pro-rated amount of bonus for 1 month which was paid in Dec/Jan/Feb

Metric: Mean hourly pay rate indicates what each male and each female earned "on average" per hour. The pay gap % is the difference between the male & female hourly rate as a proportion of the male rate

	Sum Hourly Pay Rates	Number Employees	Mean Hourly Rate
Male	4561.62	262.00	17.41
Female	2781.68	144.00	19.32
Pay Gap (Mean)	-10.95%		



Explanation:

At April 2024, we observed a **negative** mean gender pay gap of **10.95%**. This means that, on average, the hourly pay rate of our female employees exceeded that of their male counterparts.

This outcome is primarily influenced by two key factors: a) a significant portion of our male workforce is concentrated in entry-level production roles where pay rates are lower, and b) the majority of our female employees hold office-based clerical positions that generally offer higher salaries.

It's important to note that our pay rates are consistently equal for comparable roles across genders.

Overview – Median Gender Pay Gap

Median Gender Pay Gap

Data: Based on pay in month of April 24 and the pro-rated amount of bonus for 1 month which was paid in Dec/Jan/Feb

Metric: Median hourly pay rate indicates what a "typical" male and "typical" female earned per hour (based on the person in the middle of the organisation when ranked by hourly pay rate). The pay gap % is the difference between the male & female hourly rate as a proportion of the male rate

	Median Hourly Rate
Male	12.9
Female	14.25
Pay Gap (Median)	-10%

Explanation:

At April 2024 there was a negative median gender pay gap of 10% - i.e. when independently ranked from smallest to largest, the middle female employee earns more per hour than our middle male employee.

Again, as with the mean gender pay gap, given that a much higher proportion of our male colleagues are production staff at the entry level of pay, the middle male employee is a member of the production team whereas the middle female employee is an office based clerical role.

Overview – Mean Gender Bonus Pay Gap

Mean Bonus Gender Pay Gap

Data: Based on total bonus paid in Dec/Jan/Feb

Metric: Mean bonus indicates what each male and each female who received a bonus got "on average". The pay gap % is the difference between the male & female bonus pay as a proportion of the male amount.

	Sum Bonus Pay	Number Employees	Mean Average Bonus
Male	545482.68	225	2424.367467
Female	320239.38	128	2501.870156
Pay Gap (Median)	-3%		



Explanation:



Of the employees that received a bonus in January 2024, the average bonus for females was slightly higher than males which led to a **negative** mean gender bonus pay gap of **3%**.



This result is skewed by the number of female employees receiving higher 'management bonus' versus the number of male employees.

Overview – Median Gender Bonus Pay Gap

Median bonus Gender Pay Gap

Data: Based on total bonus paid in Dec/Jan/Feb 24

Metric: Median bonus indicates what a "typical" male and "typical" female who received a bonus got (based on the person in the middle of the organisation when ranked by total bonus). The pay gap % is the difference between the male & female hourly rate as a proportion of the male rate

	Median Bonus Pay
Male	600
Female	600
Pay Gap (Median Bonus)	0%



Explanation:



When comparing the bonus paid in January 2024 of the “middle” male and “middle” female, the pay gap is **0%** i.e. the bonus payout was equal at **£600**.



This is not unexpected given that the majority of employees are in the “collective” bonus scheme which leads to the majority earning the same bonus amount.

Overview – Proportion of males/females receiving a bonus

Proportion males/females receiving bonus			
Data: Based on total bonus paid in Dec/Jan/Feb			
Metric: This demonstrates out of the total population of both males and females, the proportion of those employees which actually received a bonus			
	Number Employees	Number Employees Receiving Bonus	Proportion Receiving Bonus
Male	262	225	85.88%
Female	144	128	88.89%



Explanation:



The proportion of total employees receiving a bonus was 3% higher for females than males at 88.89%.



Again, given that the majority of employees are on the collective bonus scheme, if this pays out then it would be expected that the value for both males and females would be close to 100%.



Those who did not receive bonus were new starters after the qualifying period.

Overview – Quartile ranking males/females

Quartile Ranking

Data: Based on pay in month of April 24 and the pro-rated amount of bonus for 1 month which was paid in Dec/Jan/Feb. Sorted into quartiles based on 4 quartiles of 74 employees ranked by hourly pay rate

Metric: This sorts the total population of employees by hourly pay rate and splits them into 4 quartiles. The metric demonstrates the distribution of of male and females within each individual quartile but also the distribution across the whole organisation

Number Male/Female in ea quartile	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	76	72	61	53
Female	25	30	41	48
Total	101	102	102	101

Proportion Male/Female in ea quartile	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	75.2%	70.6%	59.8%	52.5%
Female	24.8%	29.4%	40.2%	47.5%



Explanation:



The number of female employees relative to male employees is lower in every quartile – this is not unsurprising given that there are almost twice as many male employees as female employees.



However, the highest proportion of females relative to males happened in the Upper Quartile of pay.