

Gender Pay Gap Reporting 2020

Since 2017, all UK companies with 250 employees or more are required to report on their gender pay gap annually. The gender pay gap is the difference in the average hourly salary of all men and women across the organisation, described by mean and median. The gender pay gap should not be confused with equal pay, which looks at ensuring that men and women are paid the same for the same job or work of equal value.

Gender and Bonus Pay Gap

The table below shows our mean and median gender pay gap, based on hourly rates of pay.

Under normal circumstances, the biggest factor determining the gender pay gap is the split between retail and manufacturing operations. In common with many other businesses in our sector, the retail operation is predominantly female based, and we employ more men than women within our manufacturing operations. It is this area of the business that offers technical or shift-based roles, attracting a pay premium for working unsociable hours.

For this year, the data in the report is based on a 'snapshot' date of 5th April 2020, when almost all our retail employees were on furlough as a result of the impact of Covid-19. As such, because they were not receiving full pay, they have been excluded from the hourly pay data. They are, however, included in the bonus pay calculations.

	Mean	Median
Hourly Pay Gap	-7.47%	3.93%
Bonus Pay Gap	-22.89%	4.55%

Proportion of males and females receiving a bonus payment

Males	72.03%
Females	73.27%

The overall proportion of males and females receiving a bonus payment this year has increased from 2018, and the gap between genders has narrowed from 4.8% to 1.2%.

Proportion of males and females in each pay quartile



Upper Quartile

- Male 82.9%
- Female 17.1%



Upper Middle Quartile

- Male 84.9%
- Female 15.1%



Lower Middle Quartile

- Male 87.7%
- Female 12.3%



Lower Quartile

- Male 72.6%
- Female 27.4%

In common with most employers with any pay gap, the continued reason for this is that we have more men in senior roles than women, and this is clearly identified in the upper quartile data above. Although the upper quartile shows some improvement from 2018 data, the lack of vacancies becoming available at this level means that opportunities to reduce the gap continue to be limited.

In the remaining three quartiles, the effect of most retail staff being excluded from the data can be clearly seen when compared to previous years' percentage splits.

We are confident that men and women are paid equally for doing equivalent jobs across our business.

I can confirm that the data contained within this report is accurate.

Peter Wright

Chairman & CEO