

Gender Pay Gap Reporting 2017

EXECUTIVE SUMMARY

Abingdon Flooring is a progressive employer who believes equality is one of the key pillars of a successful business. We have prepared our first Gender Pay Gap report to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which shows:

- A mean gender pay gap of 11.3% (compared to UK average of 18.1%).
- A median gender pay gap of 6.8%
- A mean bonus gender pay gap of 17.1%.
- A median bonus gender pay gap of -19.1%.
- A bonus payment was received by 98.4% of females and 96.9% of males
- Below are the quartile figures showing the proportion of each gender in each quartile pay band

Quartile	Lower	Lower middle	Upper middle	Upper
Female	32.6%	9.8%	5.4%	14.0%
Male	67.4%	90.2%	94.6%	86.0%

DECLARATION

I hereby confirm that the information provided in this report to be accurate.



Jim Taylor
Managing Director

26 January 2018

INTRODUCTION

Abingdon Flooring Ltd operates within the textile sector manufacturing wool, polyester and polypropylene carpets to our customers' requirements.

The company is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Reporting must be complete by end of March 2018. This Gender Pay Gap Report is based on data as at the 5th April 2017. These figures have been reached using the mechanisms that are set out in the gender pay gap legislation.

The requirement involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. 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.

GENDER PAY GAP CALCULATIONS

1. The Mean Gender Pay Gap

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates can dominate and distort the answer. The mean gender pay gap for April 2017 was 11.3%, much lower than the UK average for all employees of 18.1% in 2016.

Our analysis of comparable roles shows that we reward men and women fairly for similar work. The key drivers behind the mean gender pay gap is that shiftwork is predominantly carried out by males – note that any women working shift work patterns receive exactly the same remuneration. Whilst there is no occupational reason for male dominance in this role we have found it extremely difficult to attract females to manufacturing roles.

The second key driver reflects the lower representation of women at senior levels within the organisation and especially our difficulty in recruiting women in operations, technical and engineering disciplines.

2. The Median Gender Pay Gap

Median averages are useful to indicate what the ‘typical’ situation is i.e. in the middle of an organisation and are not distorted by very large or small pay rates. The median gender pay gap for April 2017 was 6.8%. This measure shows that the shift pattern implications and lower representation of women at senior level is much less pronounced and the ‘typical’ gender pay gap is lower than the mean.

3. The Mean Bonus Gender Pay Gap

The Mean Bonus Gender Pay Gap can be a good measure where bonus payments are common across an organisation, large or small bonus payments can dominate and distort the answer where such payments are not prevalent across the business; this is partially the case with Abingdon as the sales force are paid a commission bonus. However, most employees participate in an incentive payment for attendance this being the main reason for the mean bonus gender pay gap for the 12 months to 5 April 2017 being only 17.1% (mostly sales force).

The Median Bonus Gender Pay Gap

Furthermore the median bonus gender pay gap was -19.1% for the 12 months to 5 April 2017, mainly due to more female than male employees achieving the attendance bonus payment.

4. The Proportion of Males & Females Receiving a Bonus Payment

For the FY2016/17 the proportion of Males and Females receiving a bonus payment was 98.4% of females and 96.9% of males.

5. The Proportion of Males & Females in Each Quartile Pay Band

The proportion of each gender in quartile pay bands for April 2017 shows:

Quartile	Lower	Lower middle	Upper middle	Upper
Female	32.6%	9.8%	5.4%	14.0%
Male	67.4%	90.2%	94.6%	86.0%

The above table shows that the majority of women employed by Abingdon are in the lower and lower middle bands which confirm the fact that we have a low percentage in the more senior positions (Upper middle and Upper bands). Whilst we have 1 female director of the five on the board (20%) and 4 female managers out of 25 (16%) we will endeavour to improve on these figures.

ACTION PLAN

Unfortunately fewer women study and work in science, technology, engineering and maths [STEM] disciplines in the UK which form a large part of our organisation. In the medium to longer terms our aim is to recruit/develop more female employees into our operations focused functions as well as our Senior Management Team.

In order to achieve this aim we will:

- Support national activities from Government and education/training providers to encourage increases in female participation in STEM subjects.
- We are satisfied that our recruitment and retention strategies are not biased against gender but we will attempt to break down the stereotypical barriers and beliefs that traditional manufacturing should be a male dominant environment.