

# Gender Pay Gap Reporting 2018

## EXECUTIVE SUMMARY

Abingdon Flooring are 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 2018, which shows:

- A mean gender pay gap of 16.1%
- A median gender pay gap of 8.6%
- A mean bonus gender pay gap of 21.2%.
- A median bonus gender pay gap of -8%.
- A bonus payment was received by 87.5% of females and 94.2%
- The proportion of each gender in each quartile pay band

Quartile	Lower	Lower middle	Upper middle	Upper
Female	37.6%	12.8%	3.7%	11.9%
Male	62.4%	87.2%	96.3%	88.1%

## DECLARATION

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



**Steve Byrne**  
Managing Director

March 2019

## **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 2019. This Gender Pay Gap Report is based on data as at the 5<sup>th</sup> April 2018.

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 2018 was 16.1%.

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 2018 was 8.6%.

### **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. However, with Abingdon Flooring Ltd most employees participate in an incentive payment for

attendance being the main reason for the mean bonus gender pay gap for the 12 months to 5 April 2018 being 21.2%.

#### **The Median Bonus Gender Pay Gap**

Furthermore The median bonus gender pay gap was -8.0% for the 12 months to 5 April 2018, 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 FY2017/18 the proportion of Males and Females receiving a bonus payment was 87.5% of females and 94.2% of males.

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

The proportion of each gender in quartile pay bands for April 2018 shows:

Quartile	Lower	Lower middle	Upper middle	Upper
Female	37.6%	12.8%	3.7%	11.9%
Male	62.4%	87.2%	96.3%	88.1%