

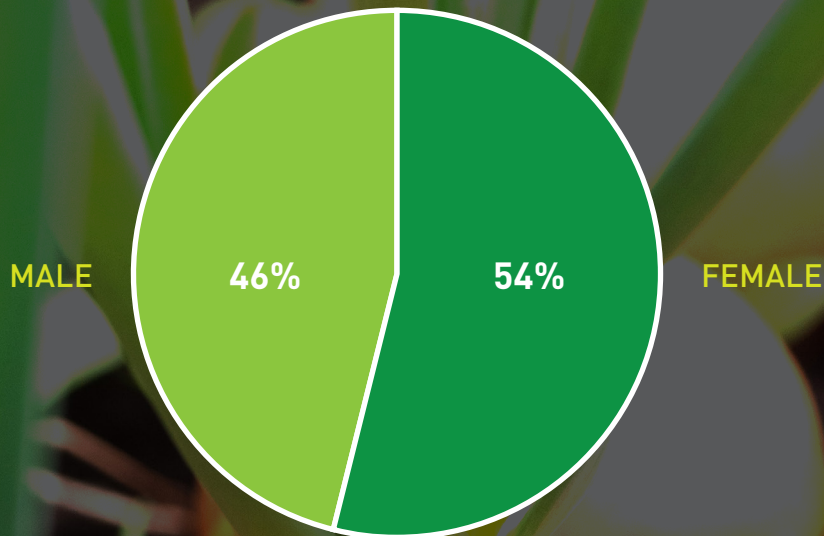
# GENDER PAY GAP REPORT

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce.

From 2017, an employer who has a headcount of 250 or more on the 'snapshot date' must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date'.

The snapshot date used in this report is 5th April 2020. This is the date all private companies must use.

**At this date, Stourgarden Ltd employed 287 people: 155 women and 132 men.**



## At Stourgarden:

We pay above living wage, regardless of age.

We pay the same hourly rate to men and women doing the same job & give men and women equal opportunities to earn bonuses, and equal opportunities to progress within the company.

Many senior and supervisory roles are held by women.

# GENDER PAY GAP REPORT

GENDER PAY GAP REPORTING RESULTS SUMMARY					
	Snapshot date		Increase/decrease	Improved?	
	5.4.19	5.4.20			
	5.4.19	5.4.20	-	-	

## The % of men and women in each hourly pay quarter

Lower Hourly Pay Quarter	F	75.0%	69.9%	-5.1%	Y
	M	25.0%	30.1%	5.1%	-

Lower Middle Hourly Pay Quarter	F	57.8%	57.8%	0.0%	No change
	M	42.2%	42.2%	0.0%	-

Upper Middle Hourly Pay Quarter	F	48.4%	42.9%	-5.5%	N
	M	51.6%	57.1%	5.5%	-

Upper Hourly Pay Quarter	F	26.6%	29.2%	2.6%	Y
	M	73.4%	70.8%	-2.6%	-

Employees are listed in order of hourly pay, from the lowest pay to the highest.

This list is divided into 4 Quarters.

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	Snapshot date		Increase/ decrease	Improved?	
	5.4.19	5.4.20			
The mean (average) gender pay gap using hourly pay	11.4%	11.5%	0.1%	N	For every £1 a man earns , a woman earns 89p (2019 - a man earns £1, a woman earns 89p)
					The national average is 15.5% (for every £1 a man earns, a woman earns 85p)
The median gender pay gap using hourly pay	14.2%	13.4%	-0.8%	Y	For every £1 a man earns, a woman earns 87p (2019 - a man earns £1, a woman earns 86p)

## The % of men and women receiving bonus pay

	F	82.7%	79.4%	-3.3%	N	A higher percentage of women received a bonus than men in 2020
	M	86.3%	75.0%	-11.3%	N	(2019 - lower % of women than men)
The mean (average) gender pay gap using bonus pay		24.9%	29.3%	4.4%	N	On average, men are paid 29.3% more bonus than women
						For every £1 a man receives in bonus, a woman receives 71p (2019 - 75p)
The median gender pay gap using bonus pay		0.0%	1.7%	1.7%	N	When using the median, men receive 1.7% more bonus pay than women.
						For every £1 a man receives in bonus pay, a woman receives 98p (2019 - was equal)

The mean is calculated by adding up all the pay for the period & dividing it by the number of staff, it is the average pay per person.

The median is calculated by listing all the rates of pay in order from lowest to highest and finding the mid (halfway) point.

The calculations above show the % difference in the mean and median between men and women.

# GENDER PAY GAP REPORT

**Stourgarden Ltd is committed to reducing the gender pay gap wherever possible.**

However, due to the nature of our business, many of the roles in the company are line operatives which are at the lowest end of the payscale. Over 40% of the employees included in these figures are on the lowest 2 pay rates. The split within this 40% is 71% females and 29% males.

The published information is correct.

**Signed By:**

**Julie Litherland**

Finance Manager & Company Secretary

**George Rix**

Director

**Stourgarden.**

