

Background

The gender pay gap regulations form part of the Equality Act 2010 and apply to employers in the public and private sectors with 250 or more employees. The information required of employers must be published within 12 months beginning with the relevant date (April 5 2017) and annually thereafter.

Specific gender pay information to be published entails:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of males and females receiving a bonus
- Proportion of males and females by quartile pay band

Definitions

It is important not to confuse the gender pay gap with equal pay.

- Gender pay gap is a measure of difference between the average hourly earnings of men and women.
- Equal pay is the right for men and women to be paid the same when doing the same, or equivalent work.

Gilletts – The Gender Pay Gap

		April 2017	April 2018
The mean gender pay gap		9.8%	6.92%
The median gender pay gap		0%	-0.38%
The mean bonus gender pay gap		75.2%	74.96%
The median bonus gender pay gap		56.1%	58.33%
The proportion of males and females receiving a bonus payment	Males receiving bonus	20.8%	14.63%
	Females receiving bonus	5.9%	5.07%
The proportion of males and females in each quartile pay band	Lower Quartile	43% Male 57% female	54.74% Male 45.26% female
	Lower Middle Quartile	14% Male 86% female	17.24% Male 82.76% female
	Upper Middle Quartile	15% Male 85% female	23.28% Male 76.72% female
	Upper Quartile	41% Male 59% female	36.64% Male 63.36% female

Reasons for the Gap

The most noteworthy difference between our gender pay gap is a 2.88% improvement in our mean pay between men and women.

At Gilletts Callington Ltd, there are a higher proportion of men than women working in higher paid roles, such as store management, area management and senior leadership teams. Each quartile represents 232 of our employees. Even though we have more women than men in the upper quartile, our senior roles makes up a small proportion of this. However, there has been movement in this quartile of over 4% in the last reporting year which indicates that this in an improving situation.

Gilletts Callington Ltd employs a large proportion of women (67.3%) and we pride ourselves on providing flexible opportunities for all our employees to work around other commitments, right from the recruitment stage.

Gilletts Callington Ltd are committed to employing the best candidate for the available role regardless of their gender, or any other characteristics and we will continue to make improvements to our practices, policies and procedures to ensure that women can progress as easily as men.