

Redhead Freight Limited

Gender Pay Report

April 2019

Context

During 2017, the government introduced legislation requiring companies with 250 or more employees to report annually on their gender pay gap.

Specifically, companies must report on:

- Mean and median gender pay gaps
- Mean and median gender bonus gaps
- Proportion of men and women who receive bonuses
- Proportion men and women in each pay quartile.

The data is taken from a snapshot in time, and in the case of Redhead Freight Limited, this snapshot was 5th April 2018.

The gender pay gap shows the difference in average pay between all men and women in a workforce. A particularly high gender pay gap may indicate underlying issues which need to be addressed.

The gender pay gap is different to equal pay. Equal pay deals with differences in pay for men and women doing the same work, similar work or work of equal value. It is unlawful to pay employees different rates of pay because of their gender.

Gender pay gaps can be evident for a number of reasons, and the task is to ensure, as far as possible, this is not caused by any form of bias, and to implement policies, procedures and a culture which promotes equality of opportunity.

The purpose of this report is to detail the gender pay gap within Redhead Freight Limited, to explain the reasons for this and to detail actions and plans to minimise, as far as possible, the gender pay gap.

Redhead Freight Limited-Gender Pay Gap Data

This is its report for the snapshot date of 5 April 2018 .

- The mean gender pay gap for Redhead Freight Limited -16.32%
- The median gender pay gap for Redhead Freight Limited - 8.79%
- The mean gender bonus gap for Redhead Freight Limited – 39.88%
- The median gender bonus gap for Redhead Freight Limited is - 16.67%
- The proportion of male employees in Redhead Freight Limited receiving a bonus is 6.6% and the proportion of female employees receiving a bonus is 1.74%

Pay quartiles by gender

Band	Males	Females	Description
A	48.15%	51.85%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	70.4%	29.6%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	65.43%	34.57%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	75.61%	24.39%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Redhead Freight Limited-Workforce Data

The Transport and Distribution industry tends to attract male employees, and the make up of the Redhead Freight Limited workforce is 65% male and 35% female.

Female employees predominantly work in white collar occupations such as finance, customer service and operations administration.

Male employees predominantly work in blue collar occupations such as warehouse operatives and drivers (c.33% of the workforce) who are all male with the exception of one female driver. This group of employees operate on a shift system and some are paid an additional shift premium not available to white collar workers.

7.0% of the workforce are part-time which are typically lower paid roles. 87% of part-time roles are held by females.

With the exception of 1 senior role which is held by a female, the 19 most senior and highest paid roles within the organisation (including the Board of Directors), are held by males.

However, within the Management group below this level, 38.5% are female (up from 37% in the last report), whereas 35.3% of the overall workforce are female.

Analysing Redhead Freight Limited's Gender Pay Gap

The mean gender pay gap of 16.32% is an improvement on last year's figure of 17.5% and is below the National Average of 17.9 % (according to ONS), however, the company will continue to look for ways to continue to close the mean gender pay gap.

An explanation for this mean gender pay gap is the fact that the most senior positions in the company (6% of the workforce), which attract the higher salary levels, are all, with the exception of 1, held by males (last year all these positions were held by males).

Part-time staff form 7% of the workforce, 87% of whom are female. In general, part-time roles are the lower paid occupations eg cleaners.

In addition, 33% of the workforce are employed as warehouse operatives or drivers, where salaries tend to be higher than clerical/administration roles and where permanent allowances eg shift allowances, apply.

The median gender pay gap at 8.79% is again below that stated in the last report (12%) and is significantly below national median average of 17.9% (2018, ONS Annual Survey of Hours and Earnings).

This is largely as a result of the reduced impact of the higher paid employees on this median figure.

This does indicate that the gender pay gap is not as a result of paying men and women differently for the same or equivalent work, rather, it is as a result of the different roles in which men and women work within the organisation and the salaries that these roles attract.

Bonus Payments

Participation in bonus schemes within the organisation is now only open to the 19 most senior employees within the organisation, (who as previously stated are predominantly male), and those in sales, where 22% of this population are female.

This has the effect of skewing the data.

However, the company is confident that it applies a fair and consistent approach in the application of its bonus schemes, and that the gender bonus gap is not as a result of any gender bias.

What we committed to last year

Family Friendly Policies

Family friendly policies continued to be introduced into the organisation with the aim of supporting the retention of female employees as well as removing barriers for their career development.

Implement an HR IT System

A new HT IT system has been introduced which now provides more robust data to effectively analyse workforce demographics and supports effective decision making.

Employee Development

Management development workshops have been taking place in order to develop employee engagement and an inclusive culture.

The Future

The company remains committed to ensuring equality of opportunity and provide a place of work where our employees can be their best and be rewarded accordingly.

During 2019 there will be an emphasis on employee development, leading to more robust talent management and succession planning.

The company will continue to promote and educate employees in the benefits of equality of opportunity.

It is pleasing to report that since the last Gender Pay Gap Report we have seen reductions in the mean and median gender pay gaps which is supported in a higher proportion of females in the management and senior management groups.

The company is confident that these actions and ongoing commitments will support Redhead Freight Limited to further reduce its gender pay gap.

The company confirms that the data provided in this report, and the master data upon which this report is based is accurate and in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed 

Tony Suggitt

Managing Director

Date. 4/4/2019

Signed 

Brian Capps

Head of HR

Date. 4/4/2019