

Redhead Freight Limited

Gender Pay Report

February 2018

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 2017.

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 2017.

- The mean gender pay gap for Redhead Freight Limited 17.5%.
- The median gender pay gap for Redhead Freight Limited 12.0%.
- The mean gender bonus gap for Redhead Freight Limited 36.7%.
- The median gender bonus gap for Redhead Freight Limited is 23.2%.
- The proportion of male employees in Redhead Freight Limited receiving a bonus is 56.2% and the proportion of female employees receiving a bonus is 53.5%.

Pay quartiles by gender

Band	Males	Females	Description
A	54.1%	45.9%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	65.3%	34.7%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	73.0%	27.0%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	77.3%	22.7%	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 68% male and 32% female.

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

Warehouse operatives and drivers (c.33% of the workforce) 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 office based workers.

6.3% of the workforce are part-time which are typically lower paid roles. 90% of part-time roles are held by females.

The 19 most senior roles within the organisation (including the Board of Directors) are held by males. However, within the Management group below this level, 37% are female, which is representative of the workforce demographic.

Analysing Redhead Freight Limited's Gender Pay Gap

The mean gender pay gap of 17.5% is on a par with the 2017 national average of 17.4%, however, the company will continue to look for ways to close the mean gender pay gap.

An explanation for this mean gender pay gap is the fact that the 19 most senior positions in the company (6% of the workforce), which attract the higher salary levels, are all held by males. Part-time staff form 6% of the workforce, 90% of whom are female. Although working part-time, the position counts as a 'full head' for gender pay reporting purposes, and the part-time salary is not pro-rated to FTE. In addition, 33% of the workforce are employed as warehouse operatives or drivers, where salaries tend to be higher than clerical/administration roles.

The median gender pay gap at 12% is significantly below national median average of 18.4% (April 2017, ONS Annual Survey of Hours and Earnings).

This would largely be as a result of the reduced impact of the higher paid employees on this 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

Whilst there is equity between male and female employees in terms of eligibility for bonus payments (male-56.2%; female 53.5%), the mean gender bonus gap (36.7%) is skewed as a result of the majority of senior positions being held by males. However, the impact of the highest and lowest levels of bonus payments is mitigated to some extent in the median gender bonus gap (23.2%).

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.

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 2017 the company introduced a number of people policies which would support employees to maintain personal career ambitions in times of changing personal circumstances. Further policies will be developed during 2018.

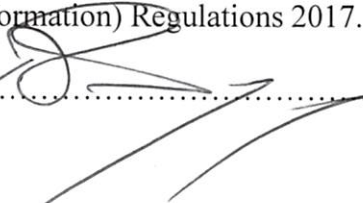
During 2018 the company is investing in an HR IT system which will provide robust management information enabling the analysis of employee data to support the company's aim of providing equality of opportunity.

During 2018 there will be an emphasis on employee development, leading to more robust talent management and succession planning.

The company is confident that these actions will support Redhead Freight Limited to 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.....9/2/2018

Signed.....



Brian Capps

Head of HR

Date.....9th February 2018