

UK Gender Pay Gap Report 2018

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ROCK DOOR



HOME FRAME

Introduction

The Government has introduced legislation for Companies in the UK which employ more than 250 employees to publish statutory calculations every year showing any gender pay gap.

The gender pay gap is different to equal pay.

The gender pay gap shows the difference between the average hourly earnings of men and women across the workforce, and is about addressing the representation of women in the workforce.

Equal pay is about whether a woman and a man performing the same work, at the same level, receive the same pay.

The following information must be reported:

- Mean and median gender pay gap in hourly pay
- Mean and median bonus gender pay gap
- Proportion of men and women who receive a bonus
- Distribution of men and women across pay quartiles

About GAP

At the reporting date, 5th April 2018, General All-Purpose Plastics employed 612 male and 99 female members of staff.

GAP operates 47 trade depots from Aberdeen to Watford, servicing customers such as general builders and window installers, to house builders and commercial contractors.

GAP operates 4 specialist manufacturing units split between Blackburn in Lancashire and Aberdare in South Wales. These factories produce a quality range of PVC-U rooflines, doors and windows.




Our Results

Our gender pay results show our mean and median hourly rates of pay, as recorded at the snapshot 5th April 2018.

Hourly Pay

Mean (average) gender pay gap in hourly pay **2.9%**

Median (mid-point) gender pay gap in hourly pay **-4.5%**

 *The UK National average is **17.9%***
- Source, Office of National Statistics

GAP's mean pay gap

2.9%

GAP's median pay gap

-4.5%

UK national mean pay gap

17.9%

Our Results

Our gender pay results shows our mean and median bonus rates, as recorded in the 12 months preceding 5th April 2018.

Bonus Results

Mean (average) bonus gender pay gap **-77.7%**

Median (mid point) bonus gender pay gap **-268.2%**

Proportion of males and females receiving a bonus.
(earned in 12 months to 5th April 2018)



GAP's mean bonus pay gap



-77.7%

GAP's median bonus pay gap

-268.2%

Our Results

Proportion of males and females in each pay quartile. (as at 5th April 2018)

	LOWER QUARTILE	LOWER MIDDLE QUARTILE	UPPER MIDDLE QUARTILE	UPPER QUARTILE
	81.5%	92.4%	85.5%	86.6%
	18.5%	7.6%	14.5%	13.4%

Summary

At GAP, a key driver of our strategy is to recruit a diverse workforce which we can develop, reward and inspire towards achieving our goals.

At the snapshot date of 5th April 2018, our total workforce was made up of 86.08% males and 13.92% females.

We employ more male members of staff due to the nature of our business, which operates across the building materials and construction sector.



Summary

All vacancies within GAP are open to both sexes to apply for, as long as they have the required skills, competencies, knowledge and experience.

Historically the majority of female applicants apply for either administrative or support roles, in areas such as Finance and Sales.

All manufacturing positions are paid via a grading system which rewards skills and competencies regardless of the employee's gender.

The majority of manufacturing positions are held by males working shift patterns, and these employees receive a shift premium which is payment for the unsocial hours worked.

Any females working shifts would receive exactly the same premium and subsequently their hourly pay rate would increase.



Summary

Throughout our depot network, our depot team members are recruited on the National Minimum Wage/National Living Wage.

In addition to this, we offer attractive performance related bonuses to our depot team members. The majority of our depot network are male members of staff.

Gender pay gap in hourly pay explanation: Our average gender pay gap is 2.9%, slightly more than the -0.5% recorded in 2017. It is also substantially lower than the current UK national average gender pay gap, which is 17.9%. The gender pay gap exists due to the fact we employ around six times more men than women and a greater proportion of our senior leadership population is male.

Bonus gender pay gap explanation: Our average bonus gap of -77.7% is significantly lower than the reported figure in 2017 (17.8%). We do not have a bonus gap as Administrative or support roles throughout GAP attract performance incentives and these roles are predominantly filled by female members of staff.



Summary

Thank you for taking the time to read our report.

We hope it reflects our passion to operate a successful business that recruits and rewards our employees fairly and equally.

I confirm the information and data reported within this document is accurate and meets the requirements of the methodology set out in **The Equality Act 2010** (Gender Pay Gap information) Regulations 2017.



Simon Brayshaw
Chief Executive Officer

