

Eurocell Building Plastics Ltd. Gender Pay Gap Report

Findings

26th March 2019

1. Introduction

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap data. Total Reward Group have been tasked with providing the gender pay gap reporting requirements for Eurocell Building Plastics Ltd. as of the 5th of April 2018 snapshot date.

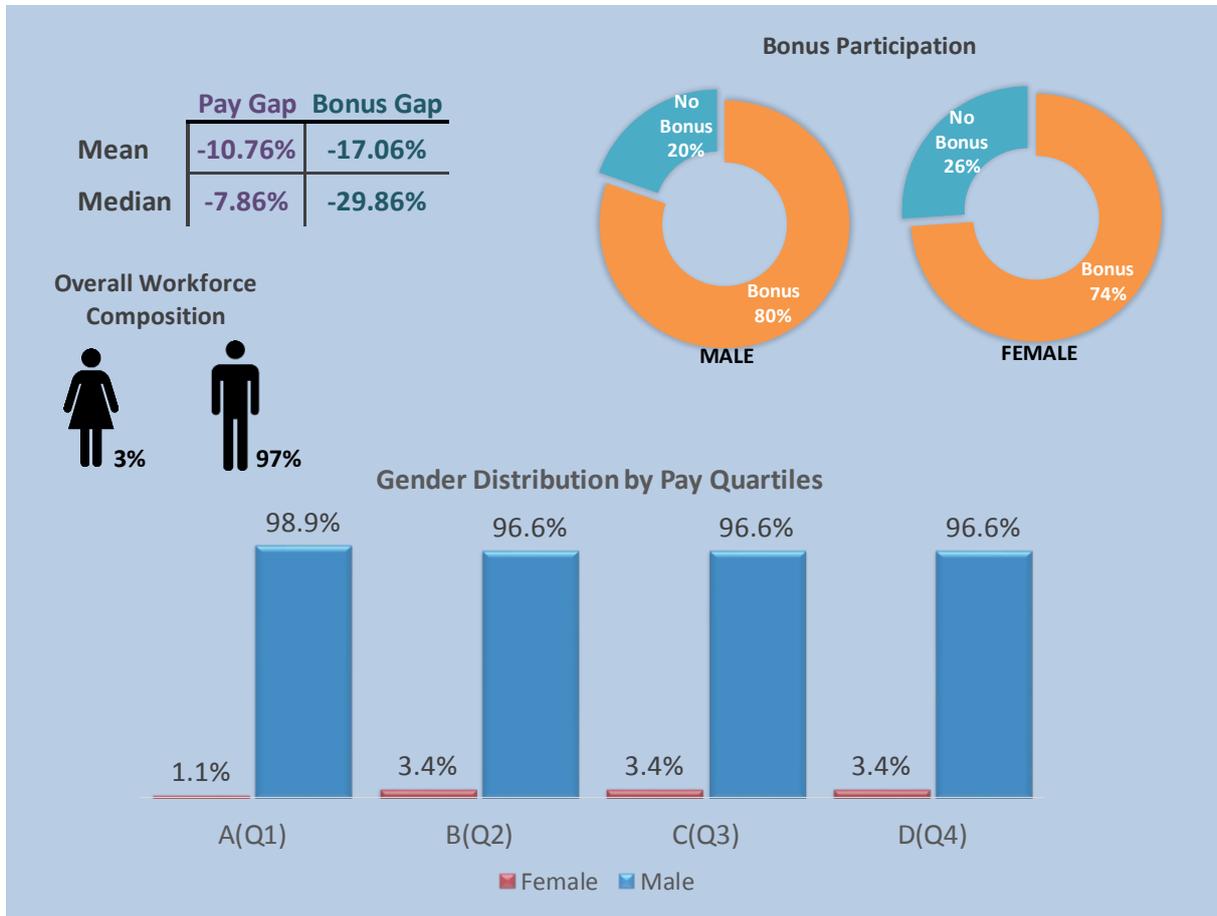
A gender pay gap is a measure of the difference in the average pay of all men and of all women in an organisation, regardless of the roles that they do. It is not the same as an equal pay comparison, which directly compares the pay of two or more people carrying out the same jobs, similar jobs or work of equal value.

The information submitted by complying employers is published on the government-sponsored website. Employers are required to publish the overall mean and median gender pay gaps, the difference in mean and median bonus payments paid to men and women, the proportion of male and female employees that received a bonus, and the gender distribution across the pay quartiles.

The calculations make use of two types of averages:

- A mean average involves adding up all of the numbers and dividing the result by how many numbers were on the list. This average places the same value on every number and so can be easily distorted by a small number of very high or low earners.
- A median average involves listing all of the numbers in numerical order and taking the middle number. This indicates what the 'typical' situation is, as extremes of low and high pay do not affect the median.

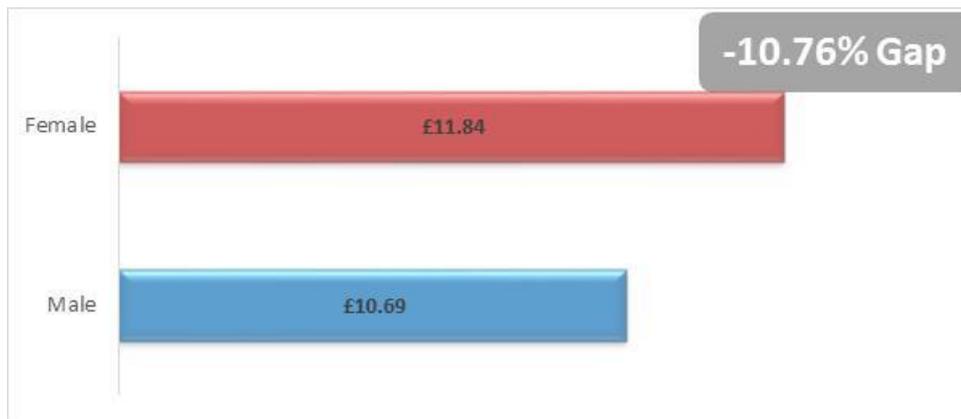
2. Overview of Gender Pay Gap Key Figures



3. Understanding the Data

Mean Hourly Pay Rates

The mean hourly rates are currently favouring female employees by 10.76%, this is significantly below the national mean of 17.1% favouring males according to the Office of National Statistics, 2018. This is due in part to the fact that while there is a very small proportion of females in the organisation, they are more highly paid compared to a larger number of males receiving relatively low pay.



Median Hourly Pay Rates

The median hourly rates are currently favouring female employees by 7.86% which is significantly below the national median of 17.9% favouring males according to the Office of National Statistics, 2018.



Bonus Payments and Participation

The bonus gap at Eurocell Building Plastics Ltd. is currently favouring female employees at the mean by 17.06% and at the median by 29.86%. This indicates that the data set is slightly skewed, with a much wider range in the bonus amounts found in the larger male data set compared to a narrower range delivered to a very small proportion of females in receipt of bonus payments. We see 27% of male employees are in receipt of bonuses less than £500 compared to only 6% of females.

Mean Bonus Payments

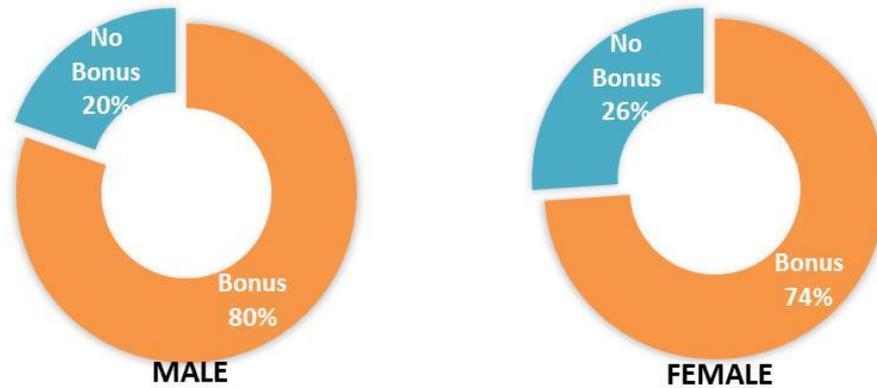


Median Bonus Payments



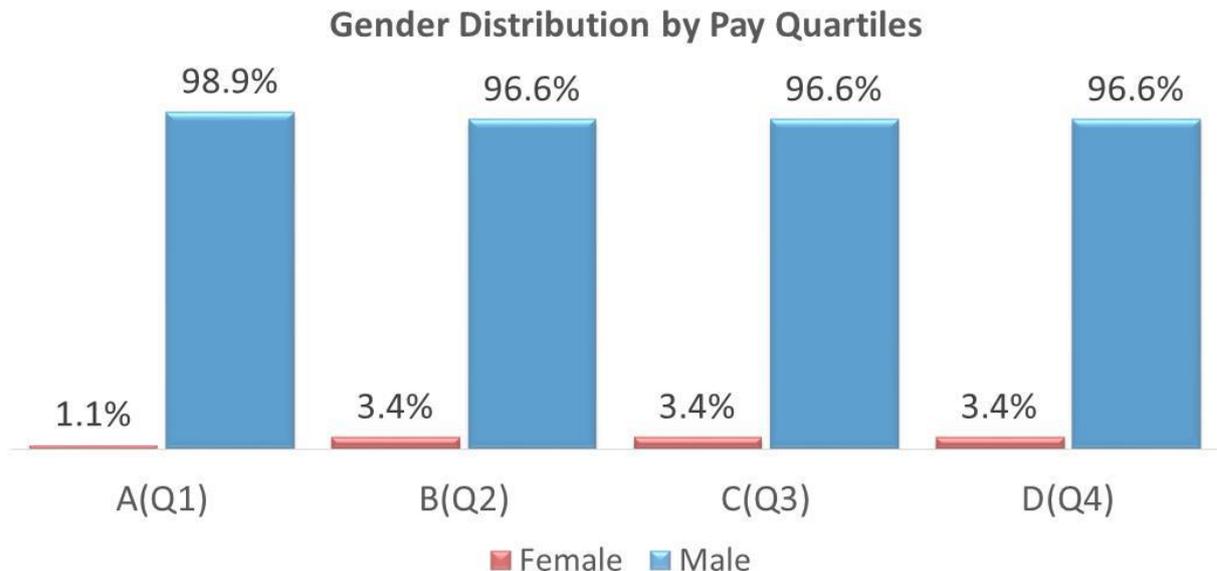
Bonus Participation

From the pie charts below we can see that a slightly higher proportion of male employees are receiving a bonus.



Pay Quartiles

When we observe the distribution of female and male employees within the quartiles, as shown in the bar chart below, we can see that female employees are significantly under-represented across all four pay quartiles.



4. Year on Year Comparison

When we consider year on year comparison, we note a slight widening hourly pay gap at the mean and more significantly at the median.

We also note a widening mean gender bonus gap which is more pronounced at the median. We recognise that bonus pay, as defined by the regulations, includes a wide-ranging suite of awards including amounts relating to profit-sharing, productivity, performance, incentives and commission plans which can help drive a corresponding wide range in individual amounts reported.

We also see a slight decrease in bonus participation for males which is more pronounced for females.

	2018	2017	Percentage Difference
Mean Gender Pay Gap	-10.76%	-10.52%	 -0.2%
Median Gender Pay Gap	-7.86%	-1.23%	 -6.6%
Mean Gender Bonus Gap	-17.06%	-8.49%	 -8.6%
Median Gender Bonus Gap	-29.86%	6.17%	 -36.0%
Males receiving bonus	80.36%	83.00%	 -2.6%
Females receiving bonus	73.91%	87.00%	 -13.1%

Appendix 1: The Regulations Explained

The UK Regulations on Mandatory Gender Pay Reporting require:

- Gender pay information to be reported by private and voluntary sector employers in England, Wales and Scotland with at least 250 employees
- Information to be published on a government-sponsored website by the 5th of April 2019, and annually thereafter

The main items to be reported on are:

- Mean and median hourly pay difference
- Mean and median bonus pay difference
- Proportion of male and female employees receiving bonus
- Male and female headcounts within each pay band*

*Pay bands are as follows:

- A. Lowest paid to lower quartile
- B. Lower quartile to median
- C. Median to upper quartile
- D. Upper quartile to highest paid

Definitions

- Lower Quartile: The point below which 25% of the recorded salaries fall
- Median: The mid-point (50th percentile) in a range of figures, i.e. 50% of the sample is paid above this amount, and 50% are paid below this amount
- Upper Quartile: The point below which 75% of the recorded data falls
- Mean: The sum of all the numbers in a group divided by the number of numbers in the group.