

Gender Pay Gap Report

Moulton Bulb Company Ltd.
2020 – 2021



About this report

From April 2017, the government has introduced gender pay gap reporting for all companies with more than 250 employees. The gender pay gap shows the difference between the average hourly pay for men and women across all ages, roles and levels.

It differs from equal pay which is the right for men and women to be paid at the same rate of pay for work that is of equivalent value.

We are required to publish the results on our own website and a government website.

We can use these results to assess:

- ⚡ the levels of gender equality in our workplace
- ⚡ the balance of male and female employees at different levels
- ⚡ how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting: Amy Hayward, HR Officer (amy.hayward@oldershawgroup.co.uk)



Reporting requirements

The gender pay gap is the difference between the average hourly pay received by men and women across Moulton Bulb Company Ltd for reporting purposes as of 5th April 2020.

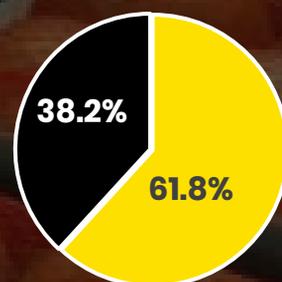
We report on two measures of the gender pay gap within the company, namely the mean and median gender pay gap.

The mean average involves adding up all the relevant pay for that period and dividing the result by the number of staff in that list for the period. The median involves listing all the individual hourly pay in numerical order. The median is the middle number. We calculate the median for both men's and women's hourly pay and report the percentage difference.

Staff numbers

The Gender Pay Gap Report is based on data as at snapshot date of 5 April 2020. At this date Moulton Bulb Company employed 304 Staff with 188 (61.8%) being male and 116 (38.2%) being female.

Total staff gender split



■ Male ■ Female



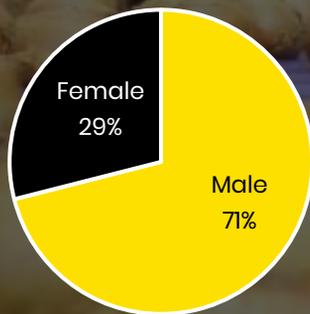
Staff numbers

Within the upper quartile, the average hourly rate for the highest ten staff was a 60:40 split between male and female workers.

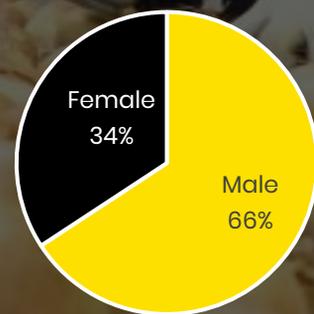
Some roles, such as transport division and distribution were staffed solely by male workers, whereas the clerical and HR roles were female dominated roles.

The split of male and female average hourly pay across the quartiles is as follows:

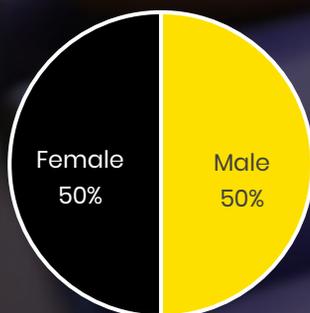
Upper Quartile



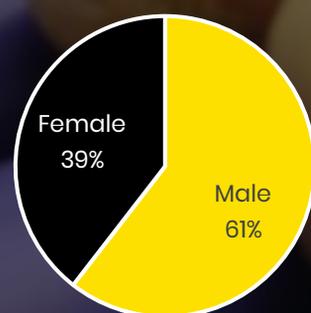
Upper Middle



Lower Quartile



Lower Middle



Assessment

Moulton Bulb Company pays its staff the National Living Wage regardless of age (the NLW varies by age bracket, but the Company has chosen to pay a flat rate of £8.72 regardless of age). The Company acknowledges that there is a responsibility to pay its staff fairly, and those doing the same role are similarly paid.

During the year, the Grader department was reviewed and the roles harmonised with those in the Packhouse, ensuring pay parity for similar roles across the two areas.

The Company's mean gender pay gap difference of 4.9% (for all staff) is significantly lower than the national mean of 15.5%¹. This also compares favourably to the industry average of 14.8%².

The median average hourly gender pay gap was 3.05% in 2020/21 which was a decrease on the previous year of 7.9%.

Much of this difference can be explained by more male processors working the nightshift than women (the nightshift workers earn a premium of 5.7% above day shift hourly rate).

As the median is effectively the 'middle number', if there are fewer women working in the company, or more earning the day shift rate, for example, then the lower rate will be selected as the median.



Future plans

The Company is continuing to undertake a review of working conditions, roles, pay and hours into 2021/2022. Management are reviewing the roles and responsibilities of key members of staff and assessing the pay across the different departments, ensuring pay parity and transparent assessment of earnings companywide.

Lucy Oldershaw

Head of Human Resources

April 2021



Resources

Gender Pay Gap in the UK – 2020 (2020), available at, <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>
[Accessed 15 April 2021 September 2020]

Table 4 Gender Pay Gap (2020), Process, plant and machinery operatives, available at <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>
[Accessed 15 April 2021]

