

Safe, Caring, Collaborative, Innovative, Sustainable

North Star (Guernsey) Limited is required by law to publish an annual gender pay gap report. This is our annual gender pay gap report for the snapshot date of 5th April 2022.

- Our mean gender pay gap is: **-22.8%**.
- Our median gender pay gap is: **-21.7%**.
- Our mean gender bonus gap is: **-113.9%**.
- Our median gender bonus gap is: **-107.2%**.
- The proportion of male employees receiving a bonus is 90% and the proportion of female employees receiving a bonus is 100%.

Pay quartiles by gender.

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	99.5%	0.5%	All employees whose standard hourly rate is within the lower quartile
B	100%	0%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	99%	1%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	99%	1%	All employees whose standard hourly rate is within the upper quartile
<p>A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.</p> <p>The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.</p>			

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work.
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

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North Star (Guernsey) Limited is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, salaries are collectively agreed meaning that females of a particular rank receive 100% of that of their male equivalents.

North Star (Guernsey) Limited is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries payable for these ranks as agreed with the recognised Trade Union.

The Company's gender pay gap is strongly influenced by the make-up of its employees, specifically that the Merchant Navy, and in particular the ERRV sector is a traditionally male dominated sector. The females employed are in the majority officers and as a result both the mean and median averages on hourly rate are higher than average male employees which generates a negative gender pay gap.

This can be seen above in the table depicting pay quartiles by gender. This shows North Star (Guernsey) Limited workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). Within North Star (Guernsey) Limited, women are mainly represented in bands C & D.

How does our gender pay gap compare with that of others?

The mean gender pay gap for the whole economy (according to the October 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 11.3%. At **-22.8%**, our mean gender pay gap compares favourably to the whole economy.

The median gender pay gap for the whole economy (according to the October 2022 ONS ASHE figures) is 8.2%. At **-21.7%**, our median gender pay gap compares favourably to the whole economy.

Table 2: Comparison with other organisations

	Our organisation	2022 ONS ASHE whole economy
Mean gender pay gap	-22.8%	11.3%
Median gender pay gap	-21.7%	8.2%

Our mean and median gender bonus gaps are large: **-113.9%** and **-107.2%** respectively. However, if we convert these percentages to cash amounts the figures are small, at **-£1,714.93** and **-£1,500.04** respectively. This reflects our policy of not paying large bonuses to individual members of staff.

What are we doing to address our gender pay gap?

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While North Star (Guernsey) Limited's gender pay gap compares favourably with that of organisations across the whole UK economy, this is not a subject about which North Star (Guernsey) Limited is complacent, and it is committed to doing everything that it can to ensure equal treatment. However, North Star (Guernsey) Limited also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

Matthew Gordon

Chief Executive Officer

North Star HoldCo Limited

Pay data from the pay period including 5th April 2022, as specified by the UK regulations.

Pay calculations are based on basic salary, variable pay, and any bonus payments. The calculation excludes any overtime payments.

Actual bonus payments made in the 12 months to April 2022, as specified by UK regulations.

Bonus calculations are based on the total loyalty bonus, AMA bonus, D/C bonus, and vessel bonus.