

Gender Pay Gap Reporting

In accordance with the Gender Pay Reporting requirement under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we have carried out a review of our pay which has involved carrying out six calculations that show the difference between the average earnings of men and women in our organisation. The data is based on a snapshot date of 5th April 2017.

The results of this review have been submitted to the GOV.UK website and can be found below.

Background

In April 2017 our organisation employed 306 people in a mixture of full-time and part-time positions in sites in Grimsby and Ashington.

Of the 306 employees 10% were women and 90% were men.

Our organisation is predominately manufacturing based with 188 (61%) of the workforce being in Production roles (blue collar) and 118 (39%) in Technical, Sales, Professional or support activities (white collar).

Of the 188 employed in production-based roles all but one were male. 90% of production-based employees work shifts. For non-production based roles 32 (27%) are female and 86 (73%) are male.

Difference in hourly rate

Women's mean hourly rate is 13.5% lower than men's

Women's median hourly rate is 9.0% higher than men's

Difference in bonus pay

Women's mean bonus pay is 27.2% lower than men's

Women's median bonus pay is the same as men's

Who received Bonus pay

100% of both women and men received bonus pay

Proportion of women and men in each quartile

Upper Quartile	Women 9.1%	Men 90.9%
Upper Middle Quartile	Women 9.2%	Men 90.8%
Lower Middle Quartile	Women 6.5%	Men 93.5%
Lower Quartile	Women 18.2%	Men 81.8%

The underlying cause of women's mean hourly rate being 13.5% lower than men's is that 170 male employees receive a shift premium which increases their hourly rate of pay by 25% and our challenge continues to be attracting women into production-based roles as the type and nature of the work carried out does not attract female job applicants.

We are pleased we are able to demonstrate that all women and men received a bonus, and following some internal changes in the last 12 months we believe the gap between women's and men's bonus pay will be reduced.

We are reasonably satisfied with the proportion of women and men in each pay quartile as this broadly represents the % split of women and men in the organisation, and commit to pay additional attention to lower middle and lower quartiles to redress the balance.

We are also aware that women are poorly represented in certain functions of the business such as Technical and Engineering and as part of our recruitment and selection processes we will do more to emphasise opportunities for flexibility, part time and job shares, which are open to both men and women.

Additionally we are committed to continue to support and contribute to a global diversity programme which emphasises the development and promotion of women within the business and have provided opportunities for women to participate in Leadership Development programmes.



Kam Zandiyeh
Director, Dunlop Oil & Marine Ltd