



# Gender pay gap report for 2020/21

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This report sets out the gender pay gap statistics for Stirling Ackroyd Group Limited in relation to the reporting year of 2020/21.

## Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Stirling Ackroyd Group Limited is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

## The gender pay gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically suggest disparity in this respect.

## Organisational context

This report sets out the gender pay gap for the 2020/21 year based on a snapshot date of 5<sup>th</sup> April 2020. On the snapshot date, approximately 80% of the population had been furloughed in response to the emerging coronavirus crisis. The remaining 20% had agreed variations to terms that in most cases reduced or capped earnings.

In accordance with government guidelines, furloughed colleagues are excluded from this report. Whilst the data for the remaining 20% is entirely accurate for the snapshot date, it is not an accurate representation of the 'norm' and should not be considered as such.

## Our commitment to equality and diversity

The company is committed to ensuring equal opportunities and outcomes for all colleagues. This is supported through every area of employment and in particular with strategies in place in recruitment, learning and development and promotion opportunities. Remuneration structures are in place to ensure equal pay terms for colleagues carrying out the same job.

The company is pleased to have reported year on year improvements in the gender pay gap in 2019 & 2020 prior to the coronavirus crisis.

## Gender pay gap

### Mean gender pay gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is *-1.3%* (rounded to one decimal place).

### Median gender pay gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is *5.7%* (rounded to one decimal place)

### Gender bonus gap

#### Mean gender bonus gap

Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our mean gender bonus gap is *31.4%* (rounded to one decimal place).

#### Median gender bonus gap

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is *56.1%* (rounded to one decimal place)

### Bonus pay

The proportions of male and female employees who received bonus pay during the relevant pay period are as follows (percentages are rounded to one decimal place):

Male employees: *87.3%*

Female employees: *69.5%*

## Salary pay quartiles

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

	Lower	Lower middle	Upper middle	Upper
	%	%	%	%
Male	50%	30%	70%	50%
Female	50%	70%	30%	50%

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## Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Signed:



Name: Dominic Easterby

Job title: Group HR Director

Date of statement: 01/04/202