

Clayton Glass

2022/23 Gender pay gap report

Registered address:

Nature of business (SIC):

Manufacturing

Snapshot date:

5 April 2023

Employee headcount:

560

Person responsible:

Mr. M. Robinson (Financial Director)

Hourly pay gap

In this organisation, men earn £1.05 for every £1 that women earn when comparing median hourly pay. Their median hourly pay is 5.35% lower than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 6.52% lower than men's.



The percentage of women in each pay quarter

In this organisation, women occupy 2.32% of the highest paid jobs and 3.21% of the lowest paid jobs.

Men

Women

Upper hourly pay quarter (highest paid)



Upper middle hourly pay quarter



Lower middle hourly pay quarter

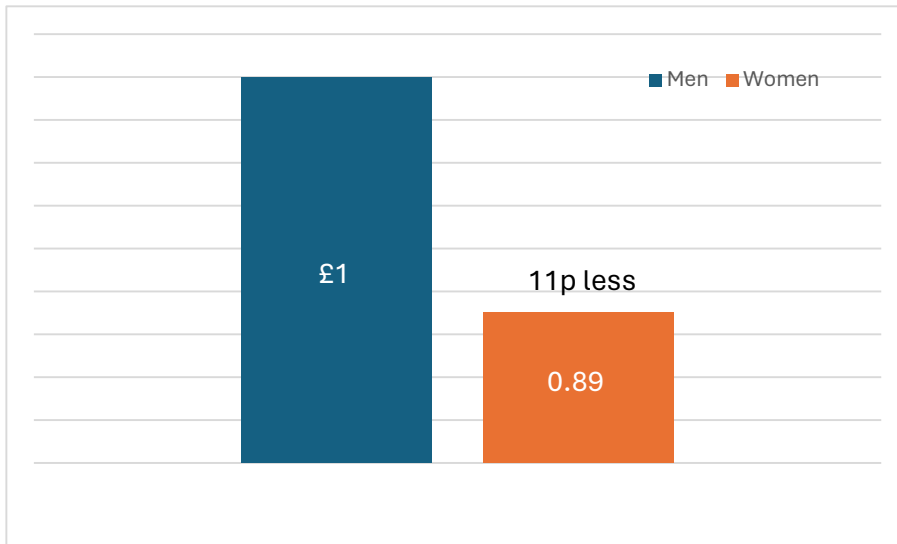


Lower hourly pay quarter (lowest paid)



Bonus pay gap

In this organisation, women earn 89p for every £1 that men earn when comparing mean bonus pay. Their mean bonus pay is 11% lower than men's.



However, when comparing median bonus pay, women earn £1.09 for every £1 that men earn. Their median bonus pay is 9% higher than men's.



Who received bonus pay

81.25% of women
86.94% of men

Narrative

The data above shows that there is a gender pay gap, however this is not because we don't pay men and women the same for similar work. It is primarily because there are significantly less women employed than men. We know that women are not typically attracted to the manufacturing industry. This also may be because the vast majority of employees are operatives working unsocial shift patterns which exist for operational reasons. The nature of operative work is also physically demanding which may not appeal so much to women.

We are committed to equal opportunities and we have a clear policy of paying employees the same for equal work regardless of their gender or protected characteristics.

We ensure that we undertake regular pay reviews in line with the Equality of Human Rights Commission Guidelines and have an analytical job evaluation system in place to ensure a fair and objective method is used to determine pay grades.

Comparison with other organisations

Employer	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)
Beatson Clark Limited	5.31	11.54
Knauf Insulation	11.07	11.38
Stoelzle Flaconnage Ltd	14.64	16.92
Verallia UK Ltd.	4.7	6
Clayton Glass	6.52	5.35

We compare favorably with other glass manufacturers as above.

Actions to close our gender pay gap

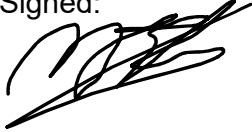
e.g.

- We are undertaking a company-wide pay review in line with the Equality of Human Rights Commission Guidelines, using an analytical job evaluation scheme. We are also looking to consolidate various different pay and grading structures into one new fair and transparent pay and grading structure.
- Review our recruitment strategy to encourage more female applicants;
- Introduce equal opportunities monitoring to help understand why male and female employees are leaving and getting promotions;
- Revise our flexible working policy to help retain and attract more female employees;
- Review our bonus arrangements.

Statement of Accuracy

I, Mark Robinson confirm that the information in this statement is accurate.

Signed:

A handwritten signature in black ink, appearing to be 'Mark Robinson', written over a horizontal line.

Date: 3rd April 2024