

# Gender Pay Gap Report

**Clayton Glass**

**2023/24 Gender Pay Gap Report**

**Registered address:**

Unit 8 Harelaw Industrial Estate, North Road, Stanley, Durham, DH9 8UX, England.

**Nature of business (SIC):**

Manufacturing

**Snapshot date:**

5 April 2024

**Employee headcount:**

542

**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 4.92% lower than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 4.54% lower than men's.

## The Percentage of Women in Each Pay Quarter

In this organisation, women occupy:

- 11.5% of the highest paid jobs (Upper quartile)
- 4.1% of upper middle jobs
- 9.0% of lower middle jobs
- 17.9% of the lowest paid jobs (Lower quartile)

## Bonus Pay Gap

In this organisation, no bonuses were issued in the reporting year, so there is no reportable bonus pay gap for 2024.

## Who Received Bonus Pay

- 0% of men received bonus pay
- 0% of women received bonus pay

**Narrative**

The 2024 data shows that our gender pay gap has reduced compared to 2023, with improvements in both the mean and median figures. Notably, we have increased the proportion of women in the highest pay quartile, which is a positive reflection of our ongoing efforts to improve progression and representation.

We recognise, however, that women remain underrepresented in certain parts of the business, particularly in the middle pay quartiles, and there has been a slight increase in the proportion of women in the lowest quartile. This continues to reflect broader industry trends in manufacturing and operational roles, which are often male-dominated due to the nature of the work.

Clayton Glass remains committed to equal opportunities and to paying men and women equally for work of equal value. We follow the Equality and Human Rights Commission guidelines and apply a robust job evaluation system to support fair and consistent pay decisions.

**Comparison with Other Glass Manufacturers**

Employer	% Difference in Hourly Rate (Mean)	% Difference in Hourly Rate (Median)
Pilkington	22.1%	~30%
O-I Glass Ltd	5.8%	6.1%
Saint-Gobain Glass UK	Not published	7.1%
Clayton Glass (2024)	<b>4.54%</b>	<b>4.92%</b>

We compare favourably with other glass manufacturers in the UK, with a lower pay gap than most and clear signs of improvement year-on-year.

**Actions to Close Our Gender Pay Gap**

We are continuing our commitment to equality by:

- Reviewing our recruitment strategy to attract more female applicants
- Promoting internal development and leadership progression for all employees
- Ensuring inclusive job design and promotion processes
- Monitoring leaver and progression data by gender
- Reviewing flexible working arrangements to support retention
- Continuing to evaluate pay structures for fairness and transparency

**Statement of Accuracy**

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

Signed: 

Date: 22 July 2025