



# Gender Pay Report 2019

Stelrad Limited  
Company number 02263368

# Introduction

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- Employers with 250 or more employees are required to publish and report specific figures about their gender pay gap each year
- On the third statutory snapshot date of 5 April 2019 the number of employees at Stelrad Limited was above the threshold for reporting.
- The data for this report is based on April 2019 payroll data.
- The “gender pay gap” is an average figure across all employees regardless of job and is distinct from “equal pay”, which looks at the individual level and is about ensuring that men and women are paid the same for carrying out the same work, or work of equal value.

# The Statutory Gender Pay Metrics For Stelrad Ltd

The mean gender pay gap at Stelrad is 10.9%

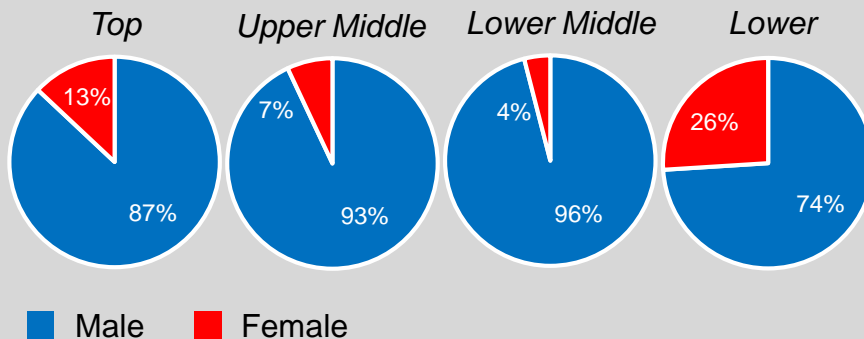
The median gender pay gap at Stelrad is 14.5%

The mean gender bonus gap at Stelrad is 21.8%

The median gender bonus gap at Stelrad is 61.6%

14.0% of men and 8.6% of women received bonus

## Pay Quartiles



- Stelrad has a mean gender pay gap of 10.9% which significantly below the national mean gender pay gap of 18.2%\* for manufacturing industry and also below last year when it was 12.4%.
- At 14.5% the median gender pay gap at Stelrad is in line with manufacturing industry nationally which also has a median gender pay gap of 14.5%\*.
- The evaluation of our gender pay data indicates that the difference in average pay is due to proportionately more men receiving shift pay and proportionately more men being in senior higher paid roles.
- The proportion of women employed in our business, versus prior year, increased by 0.4% to 13%. This relatively low number of female employees is not unusual in our sector of manufacturing industry. The Institution of Engineering & Technology 2017 survey 'Skills & Demand in Industry' reported that nationally the figure is only 11%.
- We recognise that increasing diversity and the number of women in our business is very important to the future success of our organisation and we therefore welcome applications from women seeking to develop a long lasting career in manufacturing industry

\* ONS ASHE Prov 2019 (SIC 2007 table 4.12)

Kevin Woolley  
HR Director  
03 December 2019