



# Gender Pay Report 2020

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 2020 the number of relevant employees at Stelrad Limited was above the threshold for reporting.
- In line with gender pay guidance any employees that were sick leave receiving less than full pay or on furloughed leave under the Coronavirus Job Retention Scheme were excluded from our list of full-pay relevant employees
- The data for this report is based on April 2020 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 -13.3%

The median gender pay gap at Stelrad is 0.2%

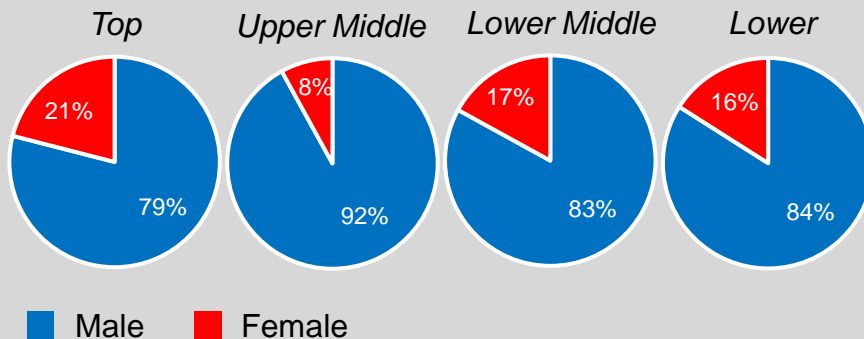
The mean gender bonus gap at Stelrad is 29.4%

The median gender bonus gap at Stelrad is 38.9%

7.2% of men and 13.3% of women received bonus

- The gender pay gap data reported has been significantly distorted by the impact of Covid-19. Due to Covid-19 a large number of the company's employees were either on sick leave receiving less than full pay or on furloughed leave under the Coronavirus Job Retention Scheme. Consequently, the gender pay gap data reported is not reflective of the underlying full employment data.
- We continue to 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

## Pay Quartiles



Leigh Wilcox  
Company Secretary  
05 March 2021