



# Gender Pay Report 2017

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 first statutory snapshot date of 5 April 2017 the number of employees at Stelrad Limited was above the threshold for reporting.
- The data for this report is based on April 2017 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 12.0%

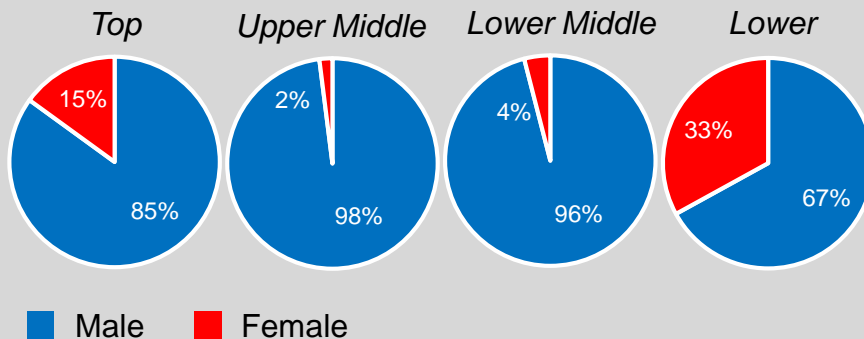
The median gender pay gap at Stelrad is 19.2%

The mean gender bonus gap at Stelrad is -53.5%

The median gender bonus gap at Stelrad is -35.8%

7.4% of men and 2.8% of women received bonus

## Pay Quartiles



- Stelrad has a mean gender pay gap significantly below the national mean gender pay gap of 17.4%\* for manufacturing industry.
- At 19.2% the median gender pay gap at Stelrad is also better than manufacturing industry nationally which has a median gender pay gap of 21.9%\*.
- Fewer women than men received a bonus payment, however the mean and median bonus payment for women was higher than that of men.
- The evaluation of our gender pay data indicates that the difference in average pay is due to proportionately more men being in senior higher paid roles.
- In April 2017 only 13.5% of our employees were women, this 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.
- We actively seek to improve gender balance in our organisation, in the year ending on our snapshot date women represented 36.7% of all appointments made. This included the appointment of our first ever female apprentice and several female graduates into our 'Brand Specialist' team, a flagship structure enabling early professional career development in Sales & Marketing .

Kevin Woolley  
HR Director  
16 February 2018

\* As reported in the 2016 Annual Survey of Hours and Earnings published by the government Office for National Statistics