



Gender Pay Report 2018

Stelrad Limited
Company number 02263368

Introduction

- Employers with 250 or more employees are required to publish and report specific figures about their gender pay gap each year
- On the second statutory snapshot date of 5 April 2018 the number of employees at Stelrad Limited was above the threshold for reporting.
- The data for this report is based on April 2018 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 12.4%

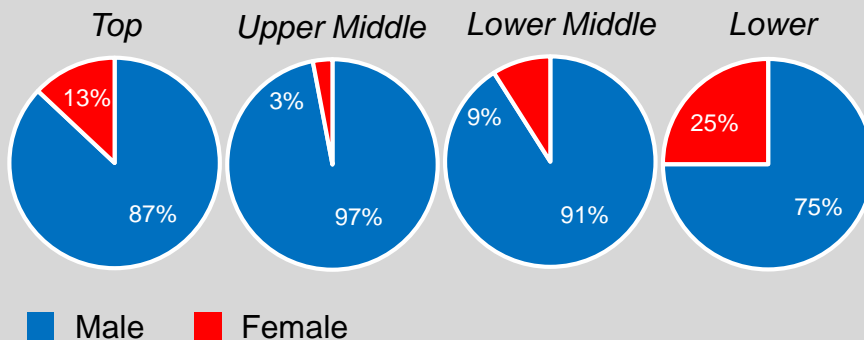
The median gender pay gap at Stelrad is 11.3%

The mean gender bonus gap at Stelrad is 54.7%

The median gender bonus gap at Stelrad is 93.4%

11.9% of men and 8.6% 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 11.3% the median gender pay gap at Stelrad is better than manufacturing industry nationally which has a median gender pay gap of 20.8%*.
- 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.
- The mean and median gender bonus gap is in sharp contrast to prior year where women fared better than men. On a positive note more women received bonus than prior year, however female part year joiners who received pro-rata bonus for part year service adversely impacted the mean and median calculations. Additionally, the result was impacted by higher sales bonus payments in 2018 versus 2017, the 'Business Development Manager' sales team is comprised wholly of men, this is typical of our industry. However, we have had success in recruiting female graduates into our 'Brand Specialist' team, we invest heavily in training this team with the aim of creating an internal succession pool for future BDM positions.
- In April 2018 only 12.6% 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 and we therefore welcome applications from women seeking to develop a long lasting career in manufacturing industry.

* ONS Annual Survey of Hours and Earnings 2017

Kevin Woolley
HR Director
11 January 2019