

# Gender Pay Gap Report 2023

This report shares our gender pay gap data for the snapshot date of 5th April 2023 and is calculated using the pay data for 207 full pay relevant colleagues.  
2023 is the first year we have reported Gender Pay Gap Data.

**THORNCLIFFE**  
**BUILDING SUPPLIES LTD**

5<sup>th</sup> April 2023

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### Supporting Narrative in helping close the gender Pay Gap

2023 is the first year we have reported Gender pay Gap Statistics due to headcount regulations. Closing the gender pay gap is a strategic imperative that our company must embrace wholeheartedly. As Managing Director, I am committed to fostering an inclusive and equitable workplace where everyone, regardless of gender, has an equal opportunity to thrive and succeed in all the jobs roles we offer. Proportionately we employ more men than women within the work place due to we believe social and economic history in the choice of job roles between men and women

We recognise that gender pay disparities not only hinder individual potential but also undermine our organisational effectiveness and competitiveness. Therefore, we will implement a comprehensive approach to address this issue taking into account Office of national statistic gender pay gap statistics and the outcome of economic, cultural, societal and educational factors in the choice of roles candidates choose.

Firstly, we will conduct a thorough review of our pay structures and policies each year to identify any gender-based inequities.

Secondly, we will prioritise initiatives that promote diversity and inclusion at all levels of the organisation. This includes implementing targeted recruitment strategies to attract a diverse talent pool.

Training will be a cornerstone of our efforts. We will offer unconscious bias training for all managers to challenge stereotypes and foster a more inclusive work environment. We will encourage promotion from within the work force equally.

Additionally, we will strive for pay parity by regularly reviewing and adjusting salaries to eliminate any discrepancies. This commitment will ensure that employees are compensated fairly for their contributions, irrespective of gender.

Lastly, we will enhance transparency by publishing data on our progress in closing the gender pay gap each year. This transparency will hold us accountable and allow us to learn from our successes and challenges.

In conclusion, as Managing Director, I firmly believe that closing the gender pay gap is not just a moral obligation but also a sound business decision. By fostering an inclusive and equitable workplace, we will harness the full potential of our diverse workforce and drive our organization to new heights of success. Together, we can build a future where gender equality is not just an aspiration, but a reality.

Tim Harper

DIRECTOR 2023



# Understanding how we calculate our gender pay and bonus gap

## What is the Gender Pay Gap?

- The gender pay gap is the difference between the average pay of men and women in an organisation, regardless of their roles.
- Under UK legislation all companies with 250 or more employees are required to publish gender pay gap information.
- The gender pay gap and equal pay both deal with pay disparity at work, but they are not the same.
- Equal pay means that men and women performing equal work, or work of equal value, must receive equal pay.
- Gender pay gap measures the difference between men and women's average earnings in an organisation. This is therefore impacted by the number of men and women at different levels of seniority throughout the organisation.

## What do we measure:

1. Pay quartiles - Pay quartiles represent the percentage of men and women in four equally sized groups, ranked from highest to lowest hourly pay. If the figures show a negative percentage, it means that men have lower pay or bonuses than women. If the percentage is positive, it shows that women have lower pay or bonuses than men.
2. Mean average pay gap - The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men. Median average pay gap The median represents the middle point of our pay range when we rank each gender group from highest to lowest pay.
3. Bonus Proportions - The proportions of male and female relevant employees who were paid bonus pay during the relevant period
4. Mean/Median Bonus Gap – The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees. A zero percentage shows that there is equal pay or bonuses between men and women the organisation.

Quartile Pay Bands - Percentage of male and female full pay relevant employees, in lower, lower middle, upper middle and upper quartile pay bands.

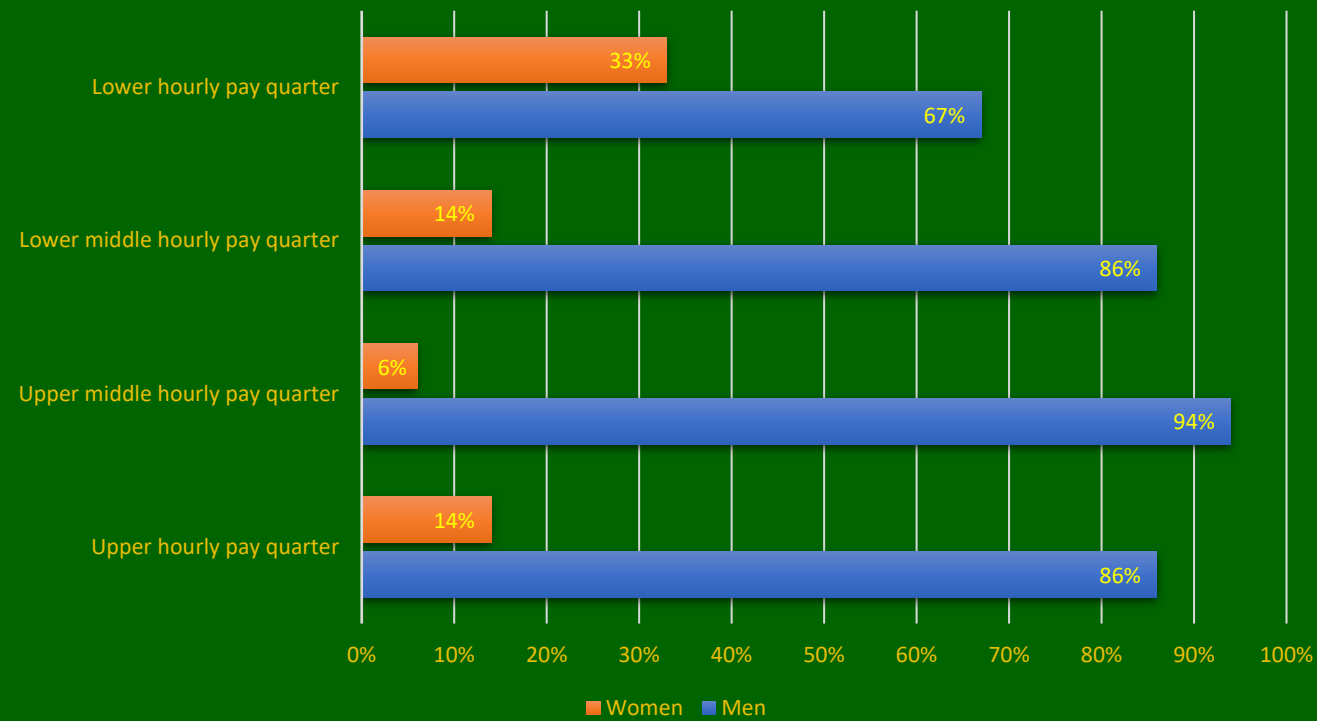
Commentary:

In Thorncliffe, women occupy 14% of the highest paid jobs and 33% of the lowest paid jobs.

Our highest paid roles are HGV driving roles and machine driver roles.

Key factors to consider here are the outcome of economic, cultural, societal and educational factors in the choice of roles differing between men and women.

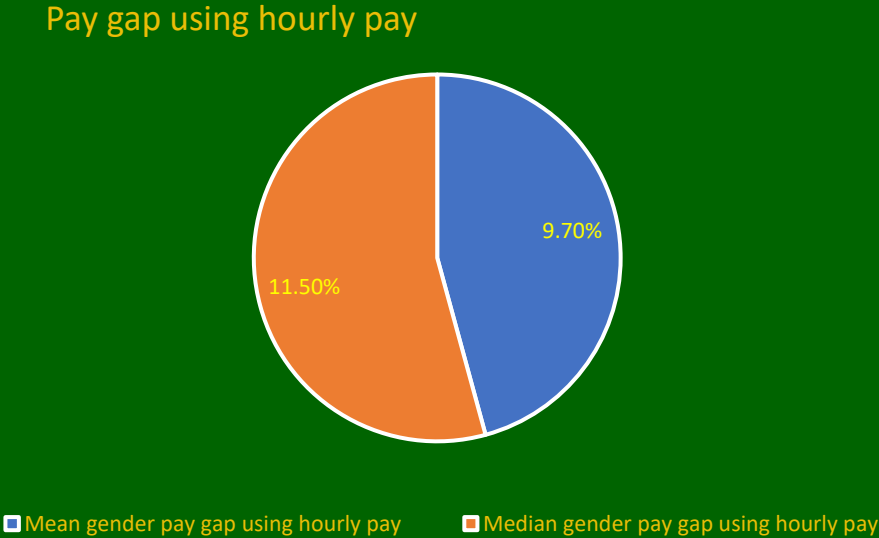
Percentage of men and women in each hourly pay quarter



Mean and Median gender pay gap using hourly pay

Mean – The difference between the mean hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.

Median- The difference between the median hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.



Commentary:

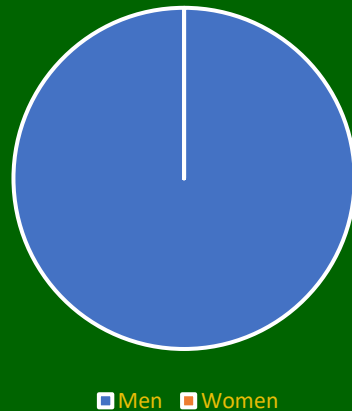
In Thorncliffe women earn 88p for every £1 that men earn when comparing median hourly pay.

Women's Median hourly pay is 11.5% lower than men's.

When comparing Mean (Average) hourly pay, women's mean hourly pay is 9.7% lower than men's.

## Bonus Proportions –The proportions of male and female relevant employees who were paid bonus pay during the relevant period

Percentage of men and women who received bonus pay

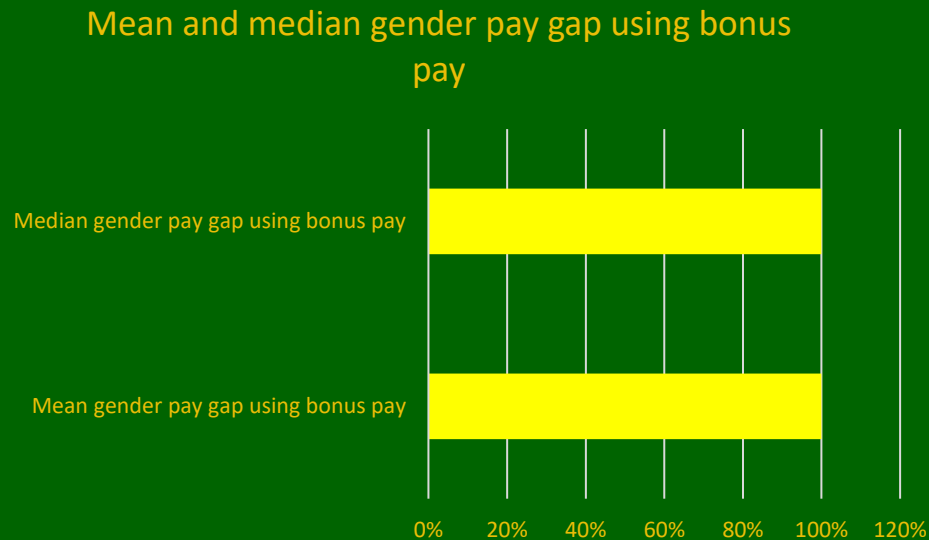


### Commentary:

We provide Picking Bonus and phone allowance bonus based on job role.

At Thorncliffe 0% of women received a bonus payment, this was due to no women being employed in these job roles at the time of this report. This is compared to 7% of men who did receive a bonus payment.

## Mean/Median Bonus Gap – The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees



### Commentary:

In Thorncliffe, women earn 0p for every pound that men earn when comparing median bonus pay. Their median and mean bonus pay is 100% lower than men's

Women take up predominantly office/clerical roles in Thorncliffe.



# ACTION PLAN TO REDUCE GENDER PAY GAP

1. We will Review Office of national statistic gender pay gap data in line with ours to see where the opportunities are.
2. We will conduct a thorough review of our pay structures and policies each year to identify any gender-based inequities.
3. We will prioritize initiatives that promote diversity and inclusion at all levels of the organization. This includes implementing targeted recruitment strategies to attract a diverse talent pool.
4. We will implement unconscious bias training for all managers to challenge stereotypes and foster a more inclusive work environment.
5. We will encourage promotion from within the work force equally by advertising all roles internally and have a robust recruitment and training process in place to support this.
6. We will strive for pay parity and equal reward by regularly reviewing and adjusting salaries/bonus/ reward process to eliminate any discrepancies. This commitment will ensure that employees are compensated fairly for their contributions, irrespective of gender.
7. We will enhance transparency by publishing data on our progress in closing the gender pay gap each year on our web site and government portal. This transparency will hold us accountable and allow us to learn from our successes, challenges and implement further strategy on opportunities for the future.

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Internal Use

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