

Gender pay gap report for 2021/22

This report sets out the gender pay gap statistics for Glass Systems Limited in relation to the reporting year of 2021/22.

Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Glass Systems Ltd is legally required to publish, on an annual basis, specified information relating to our gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

The gender pay gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

Organisational context

Glass Systems Limited manufactures insulated glass units in an industrial factory environment, in roles which are physical and involve manual handling. This is traditionally male-centric as a generalisation for our industry and so we have relatively few female job applicants or job holders in the production area.

Glass Systems Limited also engages office workers and here the genders are more mixed, but currently there are more female workers than male.

Our commitment to equality and diversity

Glass Systems has a positive equality and diversity policy and outlook.

Our approach to pay and reward

Pay is based on skills and experience while ensuring we are market competitive. Employees advance through increased skill and performance recognition. We engage in training and development and also further education initiatives.

Gender pay gap

Mean gender pay gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is 12% (rounded to one decimal place).

Median gender pay gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is 9% (rounded to one decimal place)

We consider the main reasons or contributory causes for the above gender pay gaps are the significant difference in the male to female worker population.

Gender bonus gap

Mean gender bonus gap

Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our mean gender bonus gap is 100% (rounded to one decimal place).

Median gender bonus gap

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is 100% (rounded to one decimal place)

We consider the main reasons or contributory causes for the above gender bonus gaps are that only 2% received bonus.

Bonus pay

The proportions of male and female employees who received bonus pay during the relevant pay period are as follows (percentages are rounded to one decimal place):

Male employees: 2%

Female employees: 0%

Salary pay quartiles

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

Lower		Lower middle		Upper middle		Upper	
Number	%	Number	%	Number	%	Number	%
Male	92	Male	97	Male	76	Male	83
Female	8	Female	3	Female	24	Female	17

Action plan to address gender pay disparity

We are committed to reducing, and subsequently closing, any identified gender pay disparity. This commitment, however, is made in line with our understanding that a period of time and exploration of a number of different actions may be needed in order to achieve this aim.

The action plan will form part of the Company's commitment to equality and diversity and will be implemented in line with internal policies that are relevant to this commitment.

Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Signed: 

Name: Simon Goldsworthy

Job title: National HR Manager

Date of statement: 6/4/22