

BOUGHEY DISTRIBUTION LIMITED
GENDER PAY GAP REPORT AS AT APRIL 2017



INTRODUCTION

INDUSTRY BACKGROUND

Boughey Distribution Limited ("Boughey Distribution") is a Warehousing and Distribution Company operating 24/7.

As at April 2017 the Company employed 454 with 198 employees (43.62%) within Warehouse operations positions, 129 (28.42%) within driving positions. The remaining 27.96% of employees are within Management, Supervisory and Administrative roles.

There are currently 15 employees working part time; 8 (1.77%) male and 7 (1.55%) female.

This report contains the Gender Pay Gap for Boughey Distribution in line with The Equality Act 2010 (Gender Pay Information) Regulations 2017.

The Company is committed to offering roles on a flexible basis examples include part-time working, alternative working hours and term time working arrangements.

GENDER PROFILE

The gender profile for Boughey Distribution at April 2017 was as follows: -

- Male 411
- Female 43
- Total number of employees 454

AVERAGE (MEAN) GENDER PAY REPORT - APRIL 2017

The difference in mean (average) hourly rate pay between male and female employees is 20.20%

MEDIAN (MIDDLE) GENDER PAY REPORT - APRIL 2017

The difference in median (middle) hourly pay between male and female full pay employees is 10.70%

BONUS PAYMENTS 2017

- a) The difference in mean (average) bonus pay (during the preceding 12 months) between male and female colleagues receiving a bonus was 74.12%
- b) The difference between the median (middle) bonus pay paid to males and that paid to females was 26.92%
- c) The proportions of male and female employees who received bonus pay was 4.14% male and 4.65% female

Narrative:

- 19 employees received a bonus payment during the preceding 12 months. 17 (89%) were male and 2 (11%) female.
- All the recipients of bonus payments held full time positions at the date payment was made.
- QD contains the higher salaries and most senior managers therefore average bonus payments are higher.

The difference between the middle bonus paid to males and that paid to females is £13,529

PROPORTION OF MALE AND FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS

The proportions of male and female full pay employees in the lower, lower middle, upper middle and upper quartile bands were as follows:

Quartile	Female	Male
QD Upper (75 – 100%)	2.65%	97.35%
QC Upper middle (50-75%)	7.08%	92.92%
QB Lower middle (25–50%)	17.54%	82.46%
QA Lower (0-25%)	10.53%	89.47%

Narrative:

- Of the total full pay employees 90.53% were male and 9.47% were female.
- There are no females in senior management positions within band QD and 4 males.
- There are 11 middle management roles in QD of which 1 is held by female and 10 male. This represents a 9/91% split.
- The majority of administrative roles are within QB of which 19 (53%) are held by females and 17 (47%) by males.
- Each band contains a higher proportion of males than females.
- The biggest pay gap between male and female is in within QD which contains the most senior positions within the Company.

Statement of Accuracy

As Managing Director of Boughey Distribution Limited, I hereby confirm that the above report is accurate to the best of my information, knowledge and belief.



**Keith Forster
Managing Director
Boughey Distribution Limited**