

## Gender Pay Gap Report

H. S. Jackson & Son (Fencing) Ltd is required by law to publish an annual gender pay gap report.

This is the report for the snapshot date of 5<sup>th</sup> April 2017.

- The mean gender pay gap for H. S. Jackson & Son (Fencing) Ltd is 4.1%
- The median gender pay gap for H. S. Jackson & Son (Fencing) Ltd is -0.9%
- The mean gender bonus gap for H. S. Jackson & Son (Fencing) Ltd is 14.5%
- The median gender bonus gap for H. S. Jackson & Son (Fencing) Ltd is 85.6%
- The proportion of male employees employed by H. S. Jackson & Son receiving a bonus is 57% and the proportion of female employees receiving a bonus is 48%.

### Pay quartiles by gender

Band	Males	Females	Description
A	79%	21%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	80%	20%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	77%	23%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	76%	24%	Includes all employees whose standard hourly rate places above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) regulations 2017.

### What are the underlying causes of H. S. Jackson & Son Fencing Ltd's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value

The company is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy / maternity, sexual orientation, gender reassignment or disability.

It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

The company is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap results are a consequence of the roles in which men and women work within the organisation and the salaries that these roles attract. The negative median gender pay gap is evidence of that.

The organisation has a negative median pay gap, which is in part a reflection of the far higher proportion of men than women employed in lower paid roles, carrying out duties of a semi skilled or non technical nature, but also evidence of the companies policy of paying equally, regardless of gender.

H.S. Jackson & Son (Fencing) Ltd Established 1947

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Assessed to ISO 9001  
 Cert No: 913

## How does H. S. Jackson & Son (Fencing) Ltd's gender pay gap compare with that of other organisations?

The vast majority of organisations in the UK have a gender pay gap, and we are pleased to report that our gap compares very favourably with that of other organisations, including those within our industry, which we believe is evidence of our

determination to pay all employees on the basis of their ability and contribution to the business, irrespective of gender or other characteristic.

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%, while in our sector it is 19.1%. Our gender pay gap is, therefore, very significantly lower, at 4.1%.

The median gender pay gap for the whole economy (according to the same ONS figures) is 18.4%, while in our sector it is 1.3%. At -0.9 %, our median gender pay gap is again significantly lower than both that for the whole economy and our sector.

The mean gender bonus gap and the median gender bonus gap for the organisation are relatively large, at 14.5% and 85.6% respectively. This is a reflection of the organisation's policy of rewarding employees at the top of the organisation based on their achievement, and reflects the higher proportion of men in these positions.

The proportion of men working in the organisation who received a bonus in the 12 months to April 2017 was 57%, while for women this was 48%. This reflects the slightly higher proportion of men in management roles, as described above.

## What is H. S. Jackson & Son (Fencing) Ltd doing to address its gender pay gap?

While the organisations gender pay gap compares very favourably with that of organisations both across the UK economy and within its sector, this is not a subject about which the company is complacent, and it is committed to doing everything that it can to reduce the small gap existing still further.

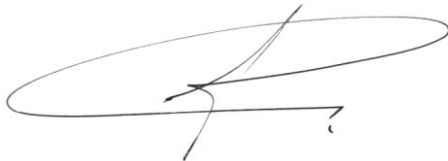
However, the company recognises that its scope to act is limited in some areas – it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make. Many advertised positions, particularly those for technical roles or those involving significant manual handling receive no or very few applications from women.

The company will consider whether the creation of an evidence base of gender monitoring in recruitment, promotion and staff retention would better inform the organisation in removing any barriers to equality that might exist.

The company is committed to reporting on an annual basis what it is doing to eliminate the gender pay gap and the progress that it is making.

Any further initiatives launched throughout the year will be reported on the company intranet.

I, Neil Jordan, Finance Director, confirm that the information in this statement is accurate.



22<sup>nd</sup> March 2018