



Gender Pay Gap Report

From April 2018, all organisations with more than 250 employees are required to report statistics indicating their gender pay gap on their own website as well as on a government website. The gender pay gap represents the difference between male and female mean and median pay across the whole business.

The information reported in this summary relates to James Hargreaves (Plumbers Merchants) Ltd, and it is based on actual figures measured at a snapshot date of 5th April 2020. So, it is a point in time and may not reflect the current situation.

An employer must publish six calculations showing their:

1. Average gender pay gap as a mean average
2. Average gender pay gap as a median average
3. Average bonus gender pay gap as a mean average
4. Average bonus gender pay gap as a median average
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. Proportion of males and females when divided into four groups ordered from lowest to highest pay



James Hargreaves (Plumbers Merchants) Ltd

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gender pay gap should not be confused with unequal pay. Unequal pay is concerned with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

James Hargreaves (Plumbers Merchants) Ltd is an equal opportunity employer, and our pay approach supports the fair treatment and reward of all staff irrespective of gender/ethnicity. At James Hargreaves, we pay our employees fairly and competitively, and we regularly review salaries to make sure we are doing this.

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. Furthermore, due to the nature of the business and the sector it falls within, females are generally underrepresented in our industry as this traditionally is a male-dominated sector.



Our Gender Composition:





Our Gender Pay Gap:

Data at 05.04.2020

Mean Gender Pay Gap in Hourly Pay	19.7%	(In favour of men)
Median Gender Pay Gap in Hourly Pay	14.8%	(In favour of men)

These figures represent the % less that an average female colleague receives, compared with an average male colleague



Our Bonus Gender Pay Gap:

Data at 05.04.2020

Mean Bonus Gender Pay Gap in Hourly Pay	45.5%	(In favour of men)
Median Bonus Gender Pay Gap in Hourly Pay	-15.0%	(In favour of women)

These figures represent the % less that an average female colleague receives, compared with an average male colleague



Proportion of males and females receiving a bonus payment:

	Bonus Received
Female	52.8.0%
Male	63.6%



Proportion of males and females in each pay quartile:

	Female	Male
Upper Quartile	18.2%	81.8%
Upper Middle Quartile	8.7%	91.3%
Lower Middle Quartile	4.5%	95.5%
Lower Quartile	26.1%	73.9%

I confirm that this statement is true to the best of my knowledge and belief

Chander Sharma
Finance Director James Hargreaves (Plumbers Merchants) Ltd