

# Gender Pay Gap Reporting

5 April 2018



# Gender Pay Gap – 5 April 2018 Report

As a business with over 250 employees, Ainscough Crane Hire Limited is required under UK government legislation to report calculations showing the pay gap between its male and female employees. These calculations are based on the average hourly pay of male and female employees across the organisation, and differ from the equal pay gap which shows the difference in pay for male and female workers performing the same jobs, similar jobs or work of equal value.

The gender pay gap calculations are based on a total workforce of 905 employees, comprising 807 male and 98 female employees as at April 2018. The workforce is categorised across five main staff groups, namely Crane Operators, Fitters, Haulage Drivers, Sales and Head Office/Depot staff. In general female employees are employed within the Sales and Head Office/Depot teams and not within the operational teams.

This uneven distribution across the company has resulted in a gender pay gap with female employees receiving 5% less than the male mean hourly rate and 18% less than the male median hourly pay. Bonus pay shows a similar trend with female employees receiving 5% less than the male mean bonus payment and 51% less than the male median payment. By contrast, our bonus payments show 31% of women receiving bonus compared to 8% of men.

We are passionate about fairness, equality and inclusion. We have conducted a review of our pay levels and are confident that we have equal pay and conditions with gender neutral bonus arrangements. We continue to focus on gender equality in the workplace as we believe that a more diverse workforce will make us a better business and a great place to work.

I can confirm that the gender pay gap data contained in this report is accurate and has been prepared in accordance with the guidance published by ACAS and the Government Equalities Office.

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Maggie Langford, HR director  
On behalf of Ainscough Crane Hire Limited

## **Definitions:**

### **Mean**

A mean is calculated as the total of hourly pay of employees divided by the total number of employees. A mean hourly pay is calculated for male staff and for female staff; the difference between the calculations is reported as the gap.

### **Median**

A median is determined by listing hourly pay in numerical order, with the middle number being identified as the median. A median hourly pay is calculated for male staff and for female staff; the difference between the two numbers is reported as the gap.

### **Hourly pay**

Hourly pay includes basic pay, allowances and pay for leave; it excludes overtime, redundancy/termination payments and benefits in kind.

### **Gender bonus pay gap**

The gender bonus pay gap is the difference between the average bonus payments made to male and female employees.



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## Women's hourly rate is

5%

LOWER  
(mean)

18%

LOWER  
(median)

## Pay quartiles

How many men and women are in each quarter of the employer's payroll

Top quartile

92%

MEN

8%

WOMEN

Upper middle quartile

96%

MEN

4%

WOMEN

Lower middle quartile

94%

MEN

6%

WOMEN

Lower quartile

77%

MEN

23%

WOMEN

## Women's bonus pay is

5%

LOWER  
(mean)

51%

LOWER  
(median)

## Who received bonus pay

8%

OF MEN

31%

OF WOMEN