

Gender Pay Gap Reporting

5 April 2020



Gender Pay Gap – 5 April 2020 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 966 employees, comprising 869 male and 97 female employees as at 5 April 2020. 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 difference in representation across the different staff groups has resulted in a gender pay gap with female employees receiving 18% less than the male mean hourly rate and 21% less than the male median hourly pay. Bonus pay shows a similar trend with female employees receiving 80% less than the male mean bonus payment and 50% less than the male median payment. By contrast, our bonus payments show 64% of women receiving bonus compared to 12% 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.



Ian Scapens, 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

18%

LOWER
(mean)

21%

LOWER
(median)

Pay quartiles

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

Top quartile

95%

MEN

5%

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

80%

LOWER
(mean)

50%

LOWER
(median)

Who received bonus pay

12%

OF MEN

64%

OF WOMEN