



# Gender Pay Gap Report

5<sup>th</sup> April 2023

### Introduction

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations which show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data.

We use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

#### Is the Gender Pay Gap the same as Equal Pay?

No. The gender pay gap measures the difference in the hourly pay of all men and women in an organisation and is expressed as a percentage of male employees' hourly pay. It is reported on a mean and median basis.

The mean is the overall average of all employees' salaries. The median involves listing all salaries in order, from lowest to highest, and selecting the salary in the middle.

#### What is the Gender Pay Gap?

The gender pay gap shows the difference in the average pay between all men and women in a workforce.

#### What is Equal Pay?

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

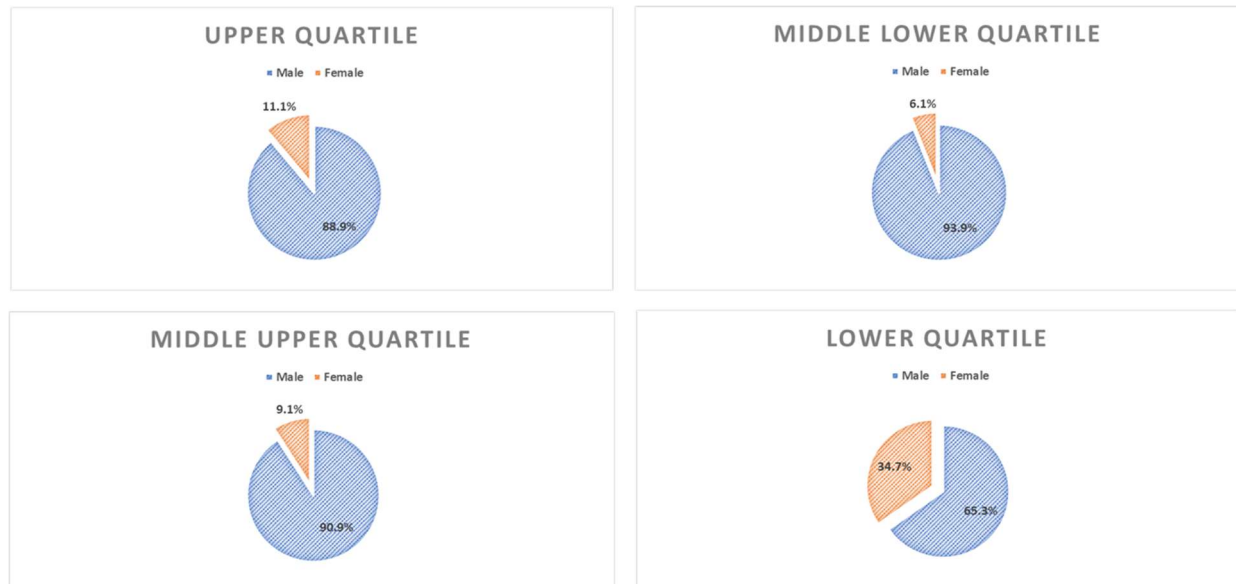
### Gender Pay at R Collard Ltd

A positive figure means that male results are higher than female results. A negative figure means that female results are higher than male results.

1) Mean Gender Pay Gap = +15.71%	2) Median Gender Pay Gap = +22.36%
3) Mean Bonus Gender Pay Gap = -19.16%	4) Median Bonus Gender Pay Gap = 0%
5) Proportion of Males receiving a bonus payment = 93.13%	6) Proportion of Females receiving a bonus payment = 93.33%

### Gender Pay Split by Quartile

The proportion of males and female employees in each quartile pay band:



	Upper Quartile	Middle Upper Quartile	Middle Lower Quartile	Lower Quartile
Male	88.9%	90.9%	93.9%	65.3%
Female	11.1%	9.1%	6.1%	34.7%

### Our Statement

R Collard Ltd employs 424 individuals of which the vast majority (84%) are men. The figures show that the mean and median gender pay gap figures are positive in favour of male employees.

The vast majority of the overall pay gap within R Collard is caused by the challenges of attracting female candidates to our industry. We are focused on reducing this imbalance; however, the employment market and staff availability remains challenging.

It is positive to note that the number of females in the upper two quartiles has increased. Also, the number of female employees receiving a bonus has increased by 10% and there remains no median pay gap between males and females for bonuses.

# R Collard Ltd.'s Gender Pay Gap Statement 5<sup>th</sup> April 2023

## Our Aim in Reducing the Gap

We are pleased with the progress we have made with regards to bonuses. We are mindful that there is still work to be done to reduce our pay gap. We are committed to addressing the imbalance over the coming year which will, in part, be driven by our plans to recruit additional female staff to the workforce. A key part of this will be in the upper quartiles.

It remains a fact that our industry as a whole, not just in the UK, but also in the global marketplace, is very male dominated.

Moving forward, it remains our goal to increase the knowledge and interest of female pupils at local schools and colleges of the careers available in our industry to try to redress this balance. We recognise this is an ongoing project and we hope to see the positive impact of this in future years.



Robert Collard  
Managing Director

Dated 19<sup>th</sup> March 2024