
Esher Mail Order Limited

Gender Pay Gap Report

Esher Mail Order Limited (“the Company”) is required to publish an annual gender pay gap report in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The report below is based on the snapshot date of 5th April 2018. For the relevant pay period, the Company employed 153 full-pay relevant female employees and 151 full-pay relevant male employees.

Gender Pay Gap

The table below summarises the mean and median gender pay gap percentages:

	2018		2017	
	Mean	Median	Mean	Median
All employees	16.8%	4.4%	14.2%	0.0%
National average	17.1%	17.9%	17.4%	18.4%

The majority of employees undertake roles in despatch, packing and customer care. These roles are hourly paid and the hourly pay rate is the same for male and female employees. This explains why the median hourly rate of pay is very similar for male and female employees.

Furthermore, the average rate of pay for these roles (which represent approx. the first 90% of employees in order of pay rate) is £8.17 per hour for male employees and £7.71 per hour for female employees, which is a mean gender pay gap of 5.6% with a median pay gap of 0.0%.

Management believe this is a more appropriate measure of the headline mean gender pay gap, and it supports the Company philosophy of not paying men and women differently for the same or equivalent work.

The headline mean gender pay gap of 16.8% for the Company is heavily distorted by the greater proportion of males to females within senior roles (ie. the remaining 10% of roles in order of pay rate). These roles are mostly based in our Brecon headquarters where recruiting staff with the necessary skills and experience can be challenging, which means there is limited opportunity to create a more gender-balanced workforce. This is both a geographical as well as a sectoral issue. Even allowing for this distortion, the Company is pleased to report that both its mean and medium pay gaps are better than the national average.

Bonus Gender Pay Gap

The table below summarises the mean and median bonus gender pay gap percentages:

	2018		2017	
	Mean	Median	Mean	Median
All employees	79.0%	64.4%	73.7%	41.4%

(Bonus includes sales commissions)

Bonuses are performance-related and are paid to 7.6% (2017: 7.6%) of male employees and 8.1% (2017: 8.7%) of female employees. The percentages shown in the above table are similarly heavily distorted by the greater proportion of males to females within senior roles at the Brecon headquarters, for reasons previously noted. Many of these roles are of a commercial nature and comprise a low base salary and a very high bonus element.

Pay Quartiles by Gender

	2018		2017	
	Female	Male	Female	Male
Lower	50.7%	49.3%	42.6%	57.4%
Lower Middle	59.7%	40.3%	62.9%	37.1%
Upper Middle	55.2%	44.8%	46.8%	53.2%
Upper	31.3%	68.7%	34.4%	65.6%

The above table shows the gender split for each quartile of pay, based on the hourly rate of pay for each employee. Whilst the lower pay quartile has a relatively even split between male and female employees, there has been a pleasing improvement in the number of female employees falling into the upper middle pay quartile. The distortion between males and females in the upper pay quartile is again due to the greater proportion of males in senior roles, for reasons previously outlined.

Management recognise the importance of being able to recruit a more balanced senior workforce to its headquarters in Brecon, and already offer a very flexible working environment for all employees. Significant investment has been made in a new headquarters building which has created a modern and vibrant working environment that is already attracting a wider and more diverse range of employees to the area.

I confirm that the information contained within this report is accurate.

Iain Burgess

Managing Director, Esher Mail Order Limited

14th March 2019