Gender Pay Report – 2020

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

These results must be published on the employer's own website and the government site. This means that the gender pay gap will be publicly available, including to customers, employees and potential future recruits.

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 quartiles from lowest to highest pay.

The information contained in this report includes gender pay information relating to the Kingspan Insulated Panels sites in UK – which are Holywell, Sherburn (Malton), Walsall and Fort Dunlop including the separate business units contained at those sites.

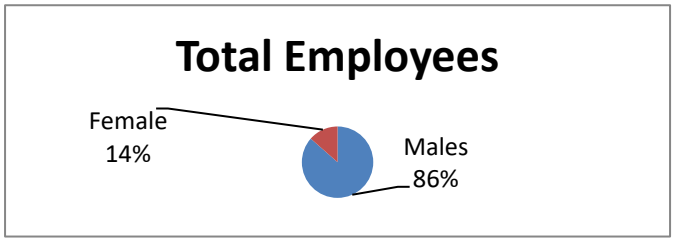
No personal details are displayed in the report.

The Data was collected from the pay period which includes 5th April 2020

Total Employees

Males	834
Females	137
Total	**971**

The proportion of females to male is 14% female to 86% male. This is a slight reduction from the last report at which the split was 18% to 82% respectively. The figures show that whilst the number of female employees has not dropped, there has been an increase in male employees – largely due to the fact that the production teams are predominantly male across each of the businesses.



To produce the pay gap details all employee's salaries were converted into hourly rates, these include all shift and salary allowances, which have been used in the calculations.

1. Average gender pay gap as a mean average

The first step to calculate the mean average is to add all the hourly rates for each sex together, then divide the amount by the number of employees. This was done for both male and female employees to give the rates below.

Then the mean average gap can be calculated as follows:

Male hourly rate minus Female hourly rate = X

Divide X by the Male hourly rate then multiply by 100

This gives you the below Mean Average Pay Gap percentage of 0%

Male	£	15.47
Female	£	15.47
		0%

This figure has reduced year significantly since commencement of the statistics and is now at 0%.

2. **Average gender pay gap as a median average**

To calculate the median average rate each actual hourly rate is sorted into male and female then sorted from largest to smallest for both, then the mid-point hourly rate is used.

The median average gap can be calculated with the same calculation as point one - by taking the male rate minus the female rate (X) then dividing X by the male rate and multiplying by 100.

This shows that the Median Average pay gay is in favour of the female employee at -0.5%

Male	£	12.9041
Female	£	12.9681
		-0.5%

The figures are accounted for due to the types of roles a high number of male employees undertake.

3. **Average bonus gender pay gap as a mean average**

As above, the first step to calculate the average bonus mean average is to add all the total bonus paid for each sex together, then divide the amount by the number of employees. This was done for both male and female employees.

Then the mean average gap can be calculated by taking the male rate minus the female rate (X) and dividing X by the male rate and multiplying by 100.

This gives you the below Mean Average Bonus Gap percentage of 19.68%

Male	£	2,927.43
Female	£	2,351.38
		19.68%

This is slightly improved since last statistics compiled.

4. Average bonus gender pay gap as a median average

As before, to calculate the median average rate each actual bonus is sorted into male and female then sorted from largest to smallest, then the mid-point bonus rate is used.

Then the median average gap can be calculated by taking the male rate minus the female rate (X) then dividing X by the male rate and multiplying by 100.

This gives you the below Median Average Bonus Gap of 0%

Male	£	1,840.00
Female	£	1,840.00
		0%

5. Proportion of males / females receiving a bonus payment

This calculation shows the number of employees eligible for the bonuses, employees not included in the bonus scheme are employees who are still in their probationary periods or who are under notice. Anyone who starts mid-year qualifies for pro-rata bonus payments.

Total Employees

Males	834
Females	137
Total	971

Bonus Received

Males	744
Female	126
Total	870

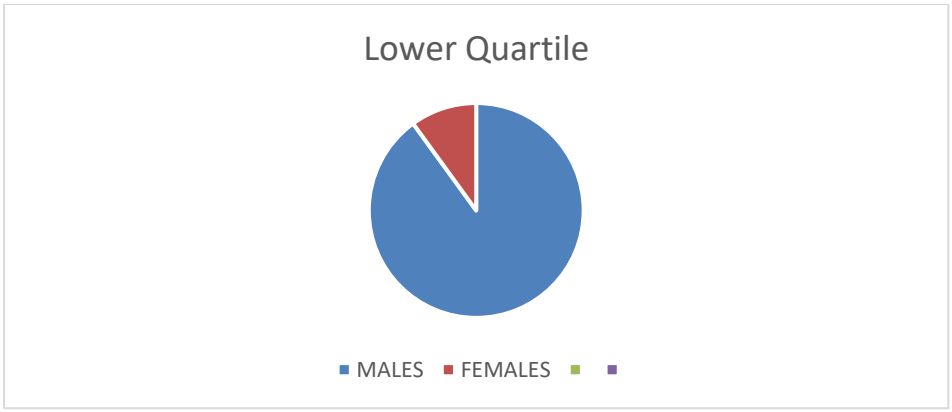
Percentage of Bonus Received

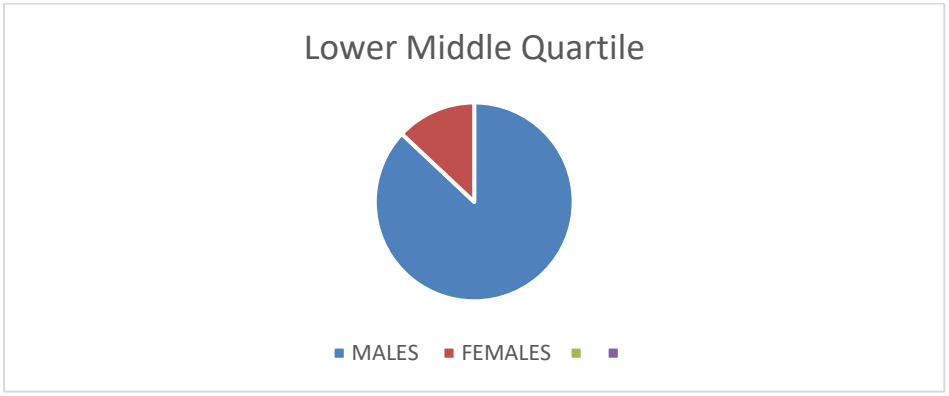
Males	89.2%
Females	91.9%

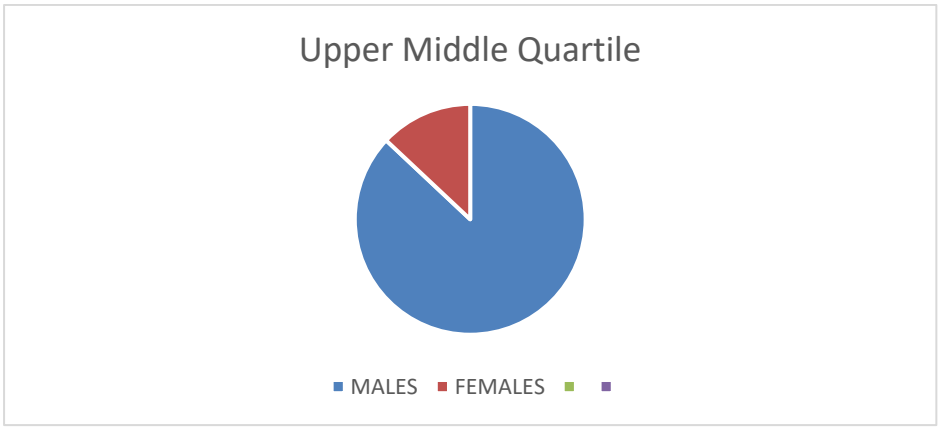
The male % has remained static whilst the female % has increased by just under 10% since last statistics were compiled.

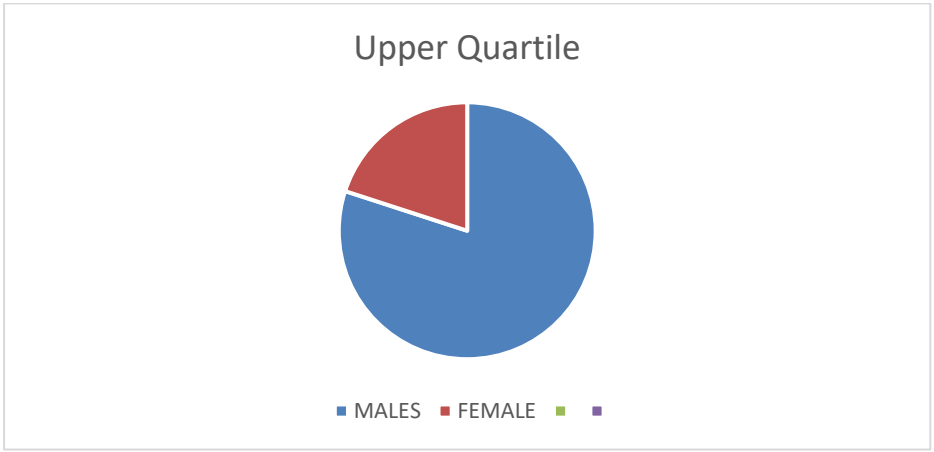
6. Proportion of males and females when divided into four groups ordered from lowest to highest pay.

This section is split into four sections to show the male and female split per quartile. Where employees receiving the same pay rate fall over more than one quartile the employees have been adjusted to split male and female equally across each band.


Lower Quartile
MALES
FEMALES


Lower Middle Quartile
MALES
FEMALES


Upper Middle Quartile
MALES
FEMALES


Upper Quartile
MALES
FEMALE

Q1:Lower			Q2:Lower Middle	
Male	217		Male	212
Female	25		Female	31
Total	242		Total	243
Q1			Q2	
Male	90%		Male	87%
Female	10%		Female	13%
Q3:Upper Middle			Q4:Upper	
Male	211		Male	**195**
Female	32		Female	**48**
Total	243		Total	**243**
Q3			Q4	
Male	87%		Male	**80%**
Female	13%		Female	**20%**

The number of females in the Upper Quartile has risen from 12% to 20% in the last 18 months.