

Jack Richards & Son Ltd Annual Gender Pay Gap Report

Published February 2024 (Snapshot date 05/04/2023)

As part of steps to highlight the issue of gender pay equality, the Government has required all companies with more than 250 employees to report their gender pay gap. Jack Richards & Son Ltd believes this is a positive move and one we wholeheartedly support as more transparency will help to focus companies on steps they can take to improve.

Jack Richards' proportion of males and females are 91% and 9% respectively.

This document shows the Gender Pay Gap at Jack Richards & Son Ltd highlights the reasons for this.

What is the gender pay gap?

The gender pay gap is the difference between the average of all earnings paid to men and all earnings paid to women. This is different to equal pay, which is paying the same for the same work.

Whilst men and women are paid equally for equivalent work at Jack Richards, a higher number of men in senior roles, or in roles with higher pay, will mean higher average pay for men than women.

How does Jack Richards perform?

MEAN PAY GAP = 9.5 % This means that the average of all earnings (calculated at an hourly rate of pay) paid to women is 9.5% lower than the average of all earnings paid to men.

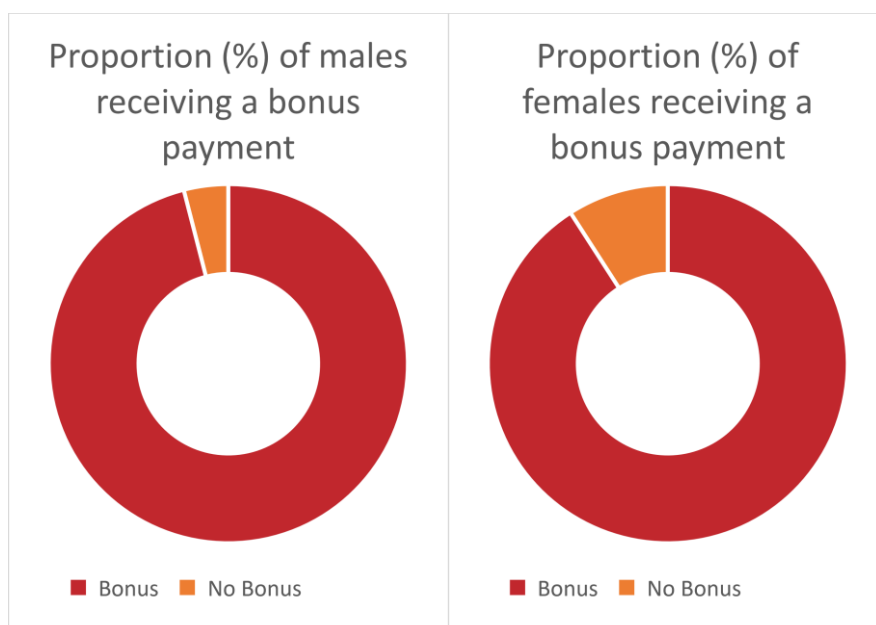
MEDIAN PAY GAP = 20.5% The median value shows the difference between the midpoint in levels earned by men and women.

Bonus Pay

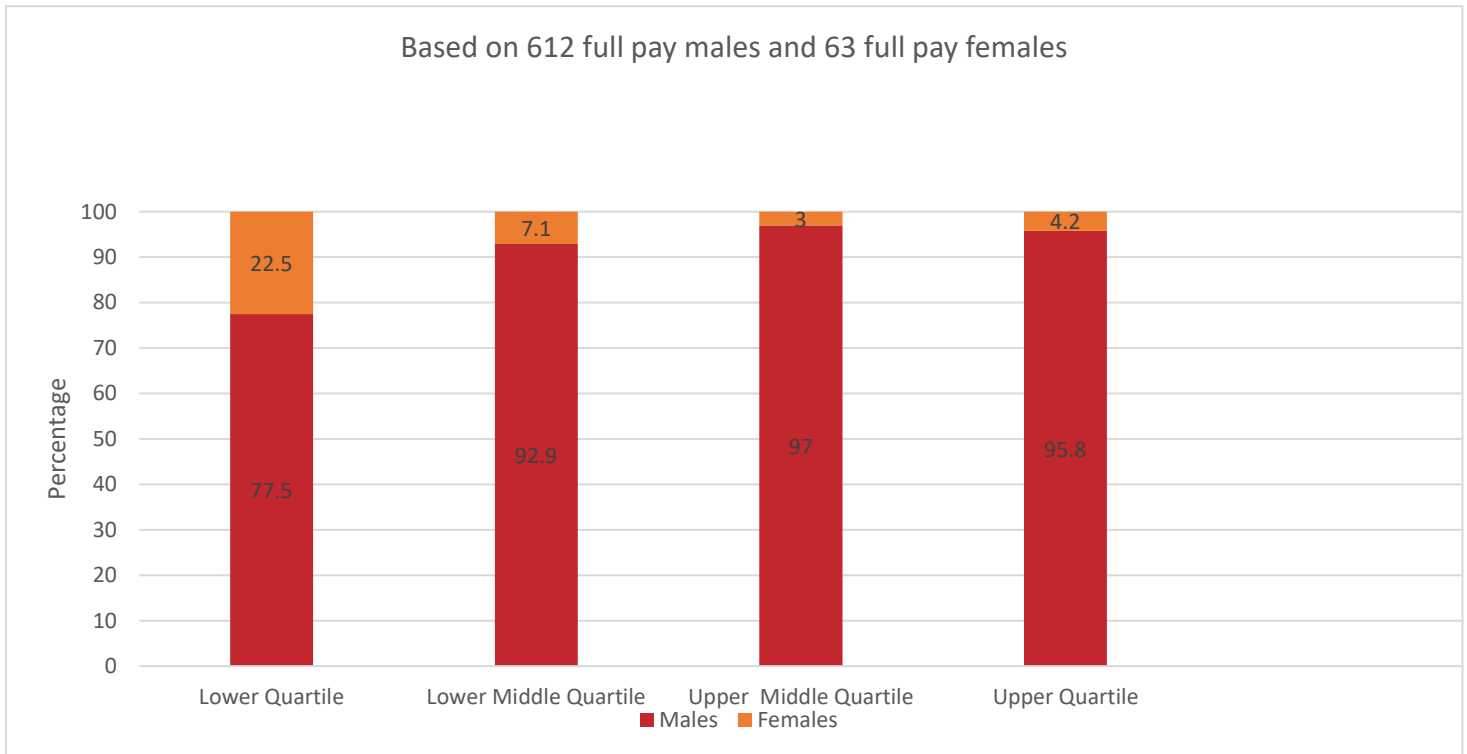
MEAN GAP IN BONUS PAY = 14% This shows that the average of all bonuses paid to men is 14% higher than the average of all the bonuses paid to women.

MEDIAN GAP IN BONUS PAY = 83.8%

96% of men and 90.9% of women received a bonus



Pay Quartiles



Why does Jack Richards & Son Ltd have a gender pay gap?

It is important to reiterate that this doesn't mean that men are paid more than women for equivalent work, but it does show that there are more men in higher paid roles than women.

There are two main causes for that at Jack Richards:

1. We have disproportionately more men in senior positions with the highest salaries. This is an industry issue as the transport industry is predominately male.
2. As a haulage company we employ a large number of LGV drivers who tend to be male. Whilst we have a very small number of female drivers, the reality of the UK labour market means that there are far fewer women applying for these roles.

The Future

At Jack Richards & Son Ltd we ensure males and females in the same employment, who are performing work of equal value within our workforce, are paid equal pay.

There are not many female LGV drivers which would help in addressing this imbalance Jack Richards has. However, we do strive to offer flexible shift patterns and part-time contracts to help attract more female drivers into the industry. This is the same for our managerial roles within the company, where we can now offer flexible working arrangements and working from home, where possible, to help encourage more women into our senior managerial positions.

This report was produced by Claire Williamson, HR Manager, for and on behalf of Jack Richards & Son Ltd.

Signed:*CLWilliamson*.....

Date:06/02/2024.....

